

TEG Supplier Code of Conduct

1. Introduction

This Supplier Code of Conduct (**Code**) sets forth the principles and standards of conduct expected from suppliers (**Supplier**) of TEG (**Company**) during their business engagements.

By engaging with the Company, Suppliers voluntarily commit to upholding the principles outlined in this Code, including, but not limited to, integrity, transparency, fairness, and respect for human rights. The Company reserves the right to review and update this Code periodically to reflect changes in legal requirements and ethical expectations.

Suppliers are encouraged to familiarise themselves with the Code and ensure their business practices align with the principles and obligations set out in the Code when engaging with TEG. Failure to comply with this Code may result in a re-evaluation of the Supplier's relationship with the Company, including termination of contracts where there is a clear misalignment between the intent of this Code and the actions of the Supplier.

2. Compliance with Laws

The Supplier shall comply with all applicable laws, regulations, and standards in Australia, as well as any other applicable jurisdictions, relevant to the conduct of its business, including but not limited to laws and regulations related to labour, health and safety, environment and sustainability, anti-corruption, anti-money laundering, and privacy and data protection.

This compliance extends to all activities undertaken in the course of supplying goods or services to the Company, as outlined in the any agreement between the Supplier and Company.

It is the responsibility of the Supplier to ensure that its employees, agents, subcontractors, and any other parties acting on its behalf are also in full compliance with these legal and regulatory requirements.

3. Labor Practices

The Company is dedicated to upholding the highest standards of employee human rights and actively working to eliminate modern slavery throughout our supply chain. This commitment involves monitoring, transparent reporting, and continuous improvement of our practices to ensure fair treatment, safe working conditions, and respect for all individuals involved in our operations. We collaborate with our supply partners to promote ethical practices and foster a culture of accountability and respect.

The Supplier commits to maintaining the basic human rights of their employees and employees throughout their supply chains. The Company requires that our Suppliers will:

- (a) Prohibit the use of child labour in any stage of manufacturing, sourcing, or any other business activity. "Child labour" refers to employing individuals under the age of 15, or under the minimum age for work as prescribed by the law of the country where the work is performed, whichever is higher;

- (b) Ensure that all labour is voluntary and free from any form of forced, bonded, or indentured labour. The Supplier must take necessary measures to prevent human trafficking within its operations;
- (c) Maintain a workplace that is free from harassment, discrimination, or any other form of abuse. Discrimination based on race, colour, gender, language, religion, political or other opinion, national or social origin, property, birth, or other status is strictly prohibited;
- (d) Implement and enforce policies that support these standards among its workforce and supply chain;
- (e) Prevent and address modern slavery risks in their operations and supply chains; and
- (f) Recognise and respect the right of workers to freely associate and bargain collectively in accordance with applicable laws and regulations.

4. Health and Safety

The Company is committed to ensuring the health and safety of our employees, customers, and supply chain partners by maintaining rigorous safety standards, providing comprehensive training, and fostering a culture of continuous health and safety improvement and vigilance. The Company requires that our Suppliers will:

- (a) Comply with all legal responsibilities under applicable legislation of the countries in which they the Company operates;
- (b) Provide a safe and hygienic working environment through proactive management and controls that minimise health and safety risk, support accident prevention, and appropriate training to perform their jobs safely;
- (c) Implement and maintain an effective health and safety management systems and practices, designed to prevent workplace injuries and illnesses, and to promote the well-being of all individuals on its premises; and
- (d) Have relevant written health and safety policies that are easily accessible to all workers and regularly updated to reflect current best practices and legal requirements.

5. Diversity and Inclusion

The Company is dedicated to promoting diversity, equity, and inclusion within our organisation and partners by embracing diverse perspectives, ensuring equitable opportunities, and creating an inclusive environment where everyone feels valued and respected. The Company requires that our Suppliers will:

- (a) Comply with all legal responsibilities under applicable legislation of the countries in which the Company operates;
- (b) Comply with relevant accessibility standards and inclusive design principles to deliver accessible products and services for all our people, customers and communities;
- (c) Respect, protect, and promote, the rights of Indigenous people;
- (d) Ensure workplace processes, practices and decisions are fair and merit-based, particularly regarding recruitment, promotion evaluation of performance and remuneration;
- (e) Commit to establishing a culture of respect and inclusion within the workplace, customers and communities in which they operate;

- (f) Commit to identifying and elimination gender pay gaps that may exist in their organisation:
and
- (g) Promote principles of diversity and inclusion through their supply chain.

6. Environmental Responsibility

The Company is committed to environmental protection and sustainability, striving to minimise the ecological footprint of our operations through responsible sourcing, resource management, reducing emissions, and promoting renewable energy. We continuously seek innovative solutions to enhance our environmental performance and collaborate with supply chain partners to foster a culture of sustainability and environmental stewardship. The Company requires that the Supplier will:

- (a) Meet all relevant local and national environmental protection laws, regulations and standards as well as strive to comply with international environmental protection standards;
- (b) Assess and manage the environmental impact across their operations, transport and supply chain and take responsibility for minimising the negative environmental impact throughout the life cycle of their goods and services;
- (c) implement effective waste management and recycling processes to minimize environmental pollution;
- (d) conserve resources, including water and energy, through efficient use and innovative practices; and
- (e) prioritise the reduction of its carbon footprint by optimising logistics, reducing emissions in accordance with applicable laws and regulations, and exploring renewable energy sources.

7. Reconciliation

The Company is committed to advancing reconciliation and supporting commercially competitive opportunities for First Nations Suppliers within our supply chain. The company will prioritise mutually beneficial initiatives that contribute to the economic empowerment and well-being of Indigenous peoples and promote cultural education.

8. Ethical Business Practices

The Supplier shall conduct its business in a manner that reflects the highest standards of ethical business practices. This includes, but is not limited to, the prohibition of all forms of bribery, corruption, and unfair business practices.

The Supplier is expected to demonstrate integrity, fairness, and honesty in all dealings, particularly in its interactions with TEG, government officials, and other third parties. Furthermore, the Supplier commits to fair competition and explicitly prohibits any anti-competitive practices, including but not limited to price fixing, bid rigging, and market allocation. This includes promptly notifying the Company of any perceived or actual conflict of interests.

9. Confidentiality and Intellectual Property

The Supplier agrees to maintain the confidentiality of all information that is proprietary to the Company, including but not limited to, business processes, client data, trade secrets, and any other information deemed confidential by the Company. The Supplier shall not disclose such confidential information to any third party without the prior written consent of the Company.

The Supplier further agrees to respect the intellectual property rights of the Company and to ensure that all use of said intellectual property rights is authorized and in compliance with applicable laws and agreements. The Supplier shall promptly notify the Company of any suspected infringement of these rights and shall assist in any actions taken by the Company to protect its intellectual property rights.

10. Monitoring and Compliance

From time-to-time the Company may request information to assess the Supplier's compliance with this Code of Conduct. The Supplier will use best endeavours to support the Company's requests in this respect.