

# Supplier Code of Conduct

Version: 1.0

Approved By: Managing Director

Review Date: Annual

## 1. Purpose

Evolving Workshop Technologies Pty Ltd (EWT) is committed to conducting business ethically, safely and responsibly. This Supplier Code of Conduct outlines the minimum standards expected of all suppliers, subcontractors, consultants and business partners engaged by EWT.

## 2. Scope

This Code applies to all suppliers, subcontractors, manufacturers, service providers, consultants and business partners supplying goods or services to EWT.

## 3. Supplier Requirements

Suppliers are expected to:

### Legal Compliance

- Comply with all applicable laws, regulations, standards and contractual requirements.
- Maintain all licences, permits and approvals required to perform their work.

### Workplace Health and Safety

- Provide safe and healthy workplaces for employees, contractors and visitors.
- Comply with applicable workplace health and safety legislation.
- Promote a culture of safety and risk management.

### Human Rights and Labour Practices

- Prohibit forced labour, bonded labour, modern slavery and human trafficking.
- Prohibit child labour and comply with minimum employment age requirements.
- Treat workers fairly, respectfully and lawfully.
- Provide fair wages, working conditions and employment practices.
- Respect workers' rights to freedom of association and lawful representation.

### Equal Opportunity and Respectful Workplaces

- Maintain workplaces free from bullying, harassment, discrimination and victimisation.
- Promote equal opportunity and fair treatment regardless of race, gender, age, religion, disability, sexual orientation or other protected characteristics.

### Ethical Business Conduct

- Conduct business honestly, fairly and with integrity.
- Avoid conflicts of interest and disclose any actual or perceived conflicts.
- Prohibit bribery, corruption, fraud, kickbacks and unethical business practices.
- Maintain accurate business records and reporting.

### Environmental Responsibility

- Minimise environmental impacts arising from operations and activities.
- Comply with applicable environmental legislation and requirements.
- Manage waste, chemicals, fuels and hazardous materials responsibly.
- Promote efficient use of resources and environmentally responsible practices.

#### Confidentiality and Information Security

- Protect confidential information received from EWT, customers and business partners.
- Use information only for authorised business purposes.
- Maintain appropriate controls to protect company and customer information.

#### 4. Reporting Concerns

Suppliers are expected to promptly report any actual or suspected breaches of this Code, applicable laws, modern slavery obligations, workplace safety requirements or unethical conduct that may affect EWT or its customers.

#### 5. Compliance and Monitoring

EWT reserves the right to review supplier compliance with this Code and may request evidence of compliance where appropriate. Failure to comply with this Code may result in corrective actions, suspension of work or termination of business relationships.

#### 6. Continuous Improvement

EWT encourages suppliers to continually improve their performance in the areas of safety, quality, environmental management, ethical business conduct and responsible sourcing.

#### 7. Approval

Approved for and on behalf of Evolving Workshop Technologies Pty Ltd.

Hew Cosmo McDonald

Managing Director  
Evolving Workshop Technologies Pty Ltd

Date: 1<sup>st</sup> January 2026

