

**SUPPLIER CODE OF CONDUCT****1. General Responsibilities:**

The purpose of this policy is to establish the responsibilities of Farmscan and its suppliers. Farmscan suppliers must comply with the legislation, rules, regulations and Farmscan Policies within Australia. All suppliers are expected to be familiar with the business practices of their suppliers and subcontractors, and ensure they operate according to this code of conduct. Farmscan may terminate its relationship with suppliers who fail to comply to this code of conduct or to any regulator or statutory requirements.

**2. Key Expectations:****Human Rights and Labour****CHILD LABOUR**

In the absence of legislative and regulatory requirements, suppliers may not employ workers under the age of 14. Workers under the age of 18 may only do so inline with the Australian national employment standards.

**FORCED LABOUR**

Suppliers must not facilitate or participate in human trafficking; use forced, involuntary, or slave labour; or purchase materials or services from companies using forced, involuntary, or slave labour. They must be able to certify that materials included in their products comply with the slavery and human trafficking laws of the Australia or countries in which they do business.

**HIRING AND EMPLOYMENT PRACTICES**

Suppliers' hiring practices must include verification of workers' legal right to work in Australia and ensure that all mandatory documents, such as work visa's, are available. Farmscan suppliers are expected to support diversity and equal opportunity in their workplaces.

Suppliers must also prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation, marital status, gender identity or expression.

**HARASSMENT**

Farmscan suppliers must treat all workers with respect and dignity. They may not subject workers to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse.

In addition, suppliers must provide an environment that allows employees to raise concerns without fear of retaliation. Where it is allowed by law, suppliers should have a system that allows employees to anonymously report their concerns.

**COMPENSATION AND WORKING HOURS**

Suppliers must comply with applicable wage and hour labour laws and regulations governing employee compensation and working hours. Suppliers should conduct operations in ways that limit overtime to a level that ensures a humane and productive work environment.

**HEALTH AND SAFETY**

Suppliers must provide workers with a safe and healthy work environment. They should take proactive measures that support accident prevention and minimise health risk exposure. They must ensure their operations comply with all legislative and regulatory requirement related to health and occupational safety in both Western Australia and Australia.

**ENVIRONMENT**

Suppliers are expected to conduct their operations in a way that minimises the impact on natural resources and protects the environment, customers, and employees. They must ensure their operations comply with all applicable legislation related to air emissions, water discharges, toxic substances, and hazardous waste disposal.

**Ethics****GIFTS AND GRATUITIES**

Suppliers must not offer gifts directly to Farmscan employees. This includes gifts of nominal value. Farmscan requests that suppliers report all gives to management of Farmscan before providing any gifts. Although giving gifts are acceptable in some cultures, Farmscan requests that suppliers respect its policy of gifts.

**IMPROPER PAYMENTS**

Bribes, kickbacks, and similar payments are strictly prohibited. This ban applies even when local legislation may permit such activity. Employees, suppliers, and agents acting on behalf of Farmscan are strictly prohibited from accepting or giving such considerations under any circumstances.

**CONFIDENTIAL INFORMATION**

Proper management of confidential information is critical to the success of both Farmscan and suppliers. Suppliers must protect all Farmscan information, electronic data, and intellectual property or Farmscan technologies with appropriate safeguards. Any transfer of confidential information must be executed in a way that secures and protects the intellectual property rights of Farmscan and its suppliers. Suppliers may receive our confidential information only as authorised by Farmscan management, under either non disclosure agreement or by expressed permission of the Farmscan Board, and suppliers must comply with their obligations to not disclose the confidential information, to not use the information except as permitted by the agreement, and to protect the information from misuse or unauthorised disclosure. Our suppliers can expect Farmscan to similarly safeguard their confidential information when authorisation is provided to Farmscan. Suppliers may not use the Farmscan trademark, images, or other materials to which Farmscan owns the copyright, unless explicitly authorised.

**SUPPLIER MANAGEMENT SYSTEM**

Suppliers are expected to have a management system that ensures they comply with applicable legislation, regulations, and Farmscan policies; conform to this Supplier Code of Conduct; and identify and reduce operational risks related to this code. The system should also promote continuous improvement and compliance with changing laws and regulations.

**SUPPLY CHAIN TRANSPARENCY**

Supply chain transparency is required to confirm compliance to this code of conduct. To monitor this, Farmscan will request documentation, conduct onsite audits, review and approve corrective action plans, and verify implementation of corrective action.

**3. Non Compliance Reporting:**

Violations of the Farmscan Supplier code of conduct can be reported confidentially any of the following ways:

Telephone: +61 (8) 6102 3200

Email: [sales@farmscan.com.au](mailto:sales@farmscan.com.au)

Mail: U4, 27 Mordaunt CCT, Canning Vale, Western Australia 6155

**4. Contact & Communication:**

Suppliers are expected to assist Farmscan in enforcing this Supplier Code of Conduct by communicating its principles to their supervisors, employees, and suppliers.