
Supplier code of conduct

October 2024



THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY

Document Number & Title:	PO-0663 Supplier Code of Conduct		
Group:	Sustainability & Environment	Department:	Sustainability & Environment
Author/Reviewer:	Clara Demilew	Approved By:	Dion Paunich
Reason for Reissue:	New Document		
Issue Number: Issue Date:	1 – 10/10/2024	Next Review Date:	October 2027

1.0 Background

For over a century, The Gold Corporation (trading as 'The Perth Mint') has been trusted to produce the highest purity gold and silver bullion and create some of the finest coins and bars ever minted.

The Perth Mint is focused on improving its sustainability performance and having a positive impact in areas that matter most to our customers, communities and employees as we respond to the challenge to transition to a net-zero future in an inclusive and socially responsible way.

The Perth Mint procures a variety of goods and services from a diverse supplier base and looks to partner with Suppliers who share The Perth Mint's environment, social and governance standards.

We believe that every organisation has a responsibility to the planet and people, specifically to the local community in which they operate. We expect our Suppliers to understand the needs and expectations of their community and endeavor to conduct business in ways that build social capital and preserves natural capital.

The Perth Mint will actively seek and show preference to Suppliers who respect and adopt positive safety, environmental, social and governance standards and who demonstrate alignment with the standards contained in this Supplier Code of Conduct (**SCoC**).

The Perth Mint's expectations and requirements of its Suppliers are detailed below in relation to:

- Environment
- Social
- Governance

2.0 Scope

This SCoC sets out the minimum standards expected from all Suppliers wishing to do business with The Perth Mint.

The Perth Mint adopts the following definitions:

- **Direct Supplier:** means all current and prospective Suppliers who have a business and/or legal relationship with us including any one which The Perth Mint engages under contract to procure goods or services from, such as our precious metals Suppliers, partners or joint venturers and contractors.
- **Supplier:** includes Direct Suppliers but is a broader term that means any individual or organisation that is a participant in our supply chain, including agents and sub-contractors of Direct Suppliers.

Direct Suppliers shall comply with their contract terms and conditions, and the laws, rules and regulations of the jurisdictions where they do business with The Perth Mint. Direct Suppliers should establish and enforce policies and procedures which comply and align with this SCoC, and deal with Suppliers which have adopted similar policies, procedures and business practices.

Direct Suppliers and all Suppliers working on their behalf, are expected to review and fully understand the content of this SCoC and to comply with all provisions specified in their contracts including provisions relating to the content of this SCoC.

Direct Suppliers are expected to proactively self-assess compliance and take action to remedy any shortcomings with this SCoC.

From time to time, The Perth Mint may review and amend this SCoC at its absolute discretion. Direct Suppliers are expected to take steps to comply with the latest version of this SCoC, which is available to access on The Perth Mint's corporate website at the following path [Sustainability | The Perth Mint](#).

3.0 Expectations

3.1 Environment

Direct Suppliers are expected to comply with the principles set out in The Perth Mint's [Environmental policy](#) when supplying goods and services to The Perth Mint, including environmental legislation in their applicable jurisdiction as a minimum.

Suppliers should take reasonable and responsible steps to protect the environment. This includes identifying their environmental and energy impacts in all their business activities, taking appropriate action to reduce those impacts, while also striving for continual improvement and energy efficiency by minimising any adverse effects of its activities on the environment. Key environmental considerations include reduction of greenhouse gas emissions, consideration of climate-related risks, improved energy efficiency, use of renewable resources, waste reduction, reduction of plastics and packaging, and reduction of hazardous waste.

The Perth Mint expects its Suppliers to have established, or be in the process of establishing, an environmental management system, and for this system to be implemented within its business operations. One possible means of achieving this is via an ISO 14001 and/or ISO 50001 certification.

THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY

CM Ref: PO-0663	Issue: # 1	Issue Date: 10/10/2024	Page 3 of 7
-----------------	------------	------------------------	-------------

Suppliers are encouraged to implement measures to improve their environmental and energy performance, including efficient use of resources, actively working towards reducing their greenhouse gas emissions, reducing landfill waste and increase recycling.

Suppliers are expected to identify and manage the safe handling, movement, storage, and disposal of chemicals and other substances that pose a threat to the environment, including providing employees with appropriate training on the safe handling and disposal of hazardous substances. Any hazardous substances Suppliers are handling on The Perth Mint's behalf, must be disposed of in accordance with applicable laws and regulations.

3.2 Social

The Perth Mint is committed to the wellbeing of our people and the communities in which we operate. Priorities include ethical, sustainable supply chains and the safety and wellbeing of employees and stakeholders.

Our business follows [the United Nations \(UN\) Global Compact](#) by respecting its fundamental principles in the areas of human rights, labour standards, protection of the environment and the fight against bribery and corruption.

Safety and wellbeing

Direct Suppliers are expected to comply with the principles set out in The Perth Mint's [Health and Safety policy](#) relevant to work completed as part of their contract with The Perth Mint.

Suppliers are expected to provide a safe and healthy working environment for all employees and those who may be affected by what they do, while remaining compliant with all applicable national, state and local laws and regulations.

Suppliers are expected to effectively manage health and safety issues and to ensure that all hazards and risks associated with its operations are identified, removed or as a minimum controlled.

Suppliers are expected to ensure the appropriate level of communication, information, instruction, and training is provided to allow their employees to perform their tasks in a safe manner while at work.

Direct Suppliers coming onsite to The Perth Mint's facilities to provide construction or maintenance work must participate and adhere to The Perth Mint Contractor Management Procedure. Failure to comply may result in suspension or termination of the contract. The Contractor Management Procedure will be available upon contract award.

Modern slavery

The Perth Mint expects its Suppliers will not support forced labour and any forms of slavery, slave-like practices, serfdom or other forms of domination or oppression in the workplace environment, such as extreme economic or sexual exploitation and humiliation, in any way.

Suppliers must take all reasonable efforts to ensure that they are not engaged in, benefitting from or complicit with, human rights abuses such as coercion, involuntary and underage labour or modern slavery practice as defined in the Modern Slavery Act 2018. This includes undertaking risk assessments to identify the risk of human rights breaches, particularly in vulnerable industries.

Human rights

Direct Suppliers are expected to comply with the principles set out in [The Perth Mint's Human Rights policy](#) when providing contracted goods or services to The Perth Mint.

Suppliers are expected to protect human rights and avoid infringing them throughout their business activities, and ensure that they are not complicit in human right abuses.

Equal opportunities rights (non-discrimination)

Suppliers are expected to provide equal opportunities and ensure appropriate treatment of their employees, irrespective of personal characteristics including but not limited to race, nationality, religion, social background, disabilities or sexual orientation and to respect personal dignity, privacy and rights. The Perth Mint expects Suppliers to implement appropriate measures to reflect current industry best-practice in employee diversity and inclusion.

The Perth Mint's company values strive to offer an environment where everyone is treated with dignity and respect. We do not tolerate bullying or harassment. We have a duty of care to protect our employees - as do our Suppliers for their employees. We will not victimise, unfairly treat or discipline our employees for making a complaint regarding bullying or harassment and our Suppliers are expected to live up to these same values.

Child labour

Suppliers are expected to adhere to the ILO Convention 138 by ensuring they do not employ anyone below the age of 15 or, in countries subject to the developing country exception of the Convention, employ persons under the age of 14.

Suppliers shall protect the childhood and dignity of young workers ensuring they are of the legal working age. Where hazardous business activities are identified and may pose a risk on a young worker's health, safety or morals, the young person shall not be below the age of 18 years and shall be duly informed of the risks associated with their tasks.

Collective bargain and freedom of association

Suppliers are expected to be respectful towards the legitimate activities of trade unions and allow workers' representatives to carry out their legitimate representative functions in their workplace without retaliation or discrimination.

Compensation and living wage

Suppliers are expected to pay fair remuneration and guarantee the applicable national statutory minimum wage, including overtime hours and legally mandated benefits.

Working hours

Suppliers are expected to comply with applicable laws on working hours and ensure that overtime is voluntary and compensated according to above section on compensation.

Communities

The Perth Mint aims to positively contribute to the communities where we operate, and we expect our Suppliers to support the same ambition and collaborate in any initiatives implemented by The Perth Mint.

Aboriginal and Torres Strait Islander peoples' rights

Suppliers are expected to respect the rights of Aboriginal and Torres Strait Islander peoples and engage with them where their business activities may impact them.

Suppliers are also encouraged to consider using Aboriginal and Torres Strait Islander businesses when subcontracting to help stimulate Aboriginal and Torres Strait Islander entrepreneurship, business and economic development.

3.3 Governance

The Perth Mint expects its Suppliers to have good governance and clear procedures in place to ensure consistent practices and processes. Suppliers are expected to comply with all applicable laws, regulations and prevailing industry standards.

Anti-Money Laundering and Counter-terrorism Financing

The Perth Mint is committed to maintaining the highest standards of integrity and expects our Suppliers to uphold these principles and maintain a zero-tolerance approach to money laundering and terrorism financing.

We expect our Suppliers to comply with the principles set out in The Perth Mint [AML/CTF Policy statement](#).

Anti-bribery and Anti-corruption

The Perth Mint has zero-tolerance for bribery and corruption. We expect our Suppliers to comply with the principles set out in The Perth Mint [Anti-bribery and Anti-corruption policy](#). This prohibits the provision or offering of anything of value to government officials, representatives, political parties or third parties for the purpose of influencing any act or decision in violation of the recipient's lawful duty or securing or attempting to secure an improper legal or commercial advantage. It also requires the operation of effective controls and the maintenance of accurate books and records.

Ethics and values

Suppliers are expected to be ethical in their business activities, including relationships, practices, sourcing and operations. Suppliers are expected to conduct themselves professionally. Suppliers must not engage in any activity that may bring The Perth Mint disrepute. Suppliers are expected to be respectful of our employees, customers and other suppliers, and the public when working onsite.

Responsible sourcing

Direct Suppliers are expected to run adequate due diligence and background screening on their Suppliers to ensure full compliance with local and international legislation (where applicable), specifically to ensure upholding human rights and preventing modern slavery risks.

Direct Suppliers are expected to confirm in contracts with their sub-contractors that the provisions and expectations listed in this SCoC are included and observed by the sub-contractor in relation to the sub-contractor's employees when involved in supplying goods and services to The Perth Mint.

Cybersecurity, data and privacy

Suppliers are expected to provide information that is timely, accurate and relevant. Intellectual property rights must be respected, and confidential information in relation to The Perth Mint must not be disclosed. Where applicable, Direct Suppliers may be provided with access to the Mint's information system and resources. These resources must only be used for appropriate purposes as stipulated on provision of access. Information at all times must be protected and confidentiality preserved in accordance with relevant contractual and legal requirements.

4.0 Compliance and monitoring

Direct Suppliers understand that The Perth Mint, or a third party appointed by The Perth Mint, may carry out periodic inspections or facility audits to verify compliance with the SCoC. We expect our Direct Suppliers to inform The Perth Mint without delay if they become aware of any information regarding a possible violation of the above expectations by them or one of their Suppliers.

The Perth Mint will work with Direct Suppliers to address potential instances of non-compliance and ensure a sound understanding of expectations to address any apparent lack of compliance.

THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY

5.0 Raising concerns and reporting a breach

Suppliers are encouraged to contact sustainability@perthmint.com for further information or to report any concerns or deviations in relation to this SCoC.

Suppliers may also disclose non-compliance to this SCoC through the whistleblower hotline 1300 790 228 if they choose to remain anonymous or report online 24/7 at yourcall.com.au/report

The Perth Mint's Whistleblower Policy can be found [here](#).

6.0 Commitments

Suppliers must take due note of The Perth Mint's SCoC and commit to uphold the requirements and expectations listed in it, in addition to any supply agreements or contracts, to fully comply with its principles and requirements.

THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY

CM Ref: PO-0663	Issue: # 1	Issue Date: 10/10/2024	Page 7 of 7
-----------------	------------	------------------------	-------------