

SUPPLIER CODE OF CONDUCT

At AgriFutures, we are committed to strong and respectful relationships with our Suppliers. Our Supplier Code of Conduct sets out our expectations for Suppliers in the areas of business integrity, anti-corruption, labour practices, health and safety and environmental management.

Whilst Suppliers are independent entities, their business practices and actions may impact upon AgriFutures reputation. For this reason, all suppliers, vendors, contractors, consultants, agents and other providers of goods and services (collectively “Suppliers”) who do business with or on behalf of AgriFutures are expected to follow the Supplier Code of Conduct and all other relevant policies as a condition of doing business with AgriFutures. Suppliers are also expected to communicate and apply the Supplier Code of Conduct and relevant policies throughout their supply chain.

AgriFutures expects its Suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles:

1. Maintain awareness and comply with all applicable laws and regulations relevant to their operation.

Suppliers must comply with relevant local and national laws and regulations and conduct business in an ethical, fair and courteous manner.

2. Compete fairly for AgriFutures business and conduct all such business on behalf of AgriFutures in a lawful manner.

AgriFutures is committed to conducting business legally and ethically and strictly prohibits corrupt arrangements with customers, suppliers, government officials, or other third parties. As such, AgriFutures prohibits its Suppliers from engaging in any form of public sector or commercial bribery. Under no circumstances may a Supplier acting on behalf of AgriFutures promise or provide anything of value directly or indirectly to a government official, or to any person or entity in the private or commercial sector, if the payment is intended to induce the recipient to misuse his or her position to obtain or retain an unfair business advantage or personal benefit. Consistent with these principles, suppliers acting on behalf of AgriFutures must comply with applicable local anticorruption laws.

3. Encourage a diverse workforce and provide a workplace free from discrimination, harassment or any other form of abuse.

AgriFutures suppliers shall create a work environment in which employees and business partners feel valued and respected for their contributions. Harassment, including unwelcome verbal, visual, physical, or other conduct of any kind that creates an intimidating, offensive or hostile work environment will not be tolerated. Employment decisions must be based on qualifications, skills, performance, and experience.

4. Treat employees fairly, including with respect to wages, working hours and benefits.

AgriFutures suppliers shall comply with all applicable wage, working hours, and benefits laws and regulatory requirements.

5. Minimize Impact on the Environment

Suppliers are expected to minimize the environmental impact of their operations and maintain environmentally responsible policies and practices.

6. Avoid or declare Conflict of Interests

Suppliers are expected to avoid actual, perceived and potential conflicts of interest wherever possible in connection with its dealings with AgriFutures. Any conflicts of interest that cannot be avoided must be declared to AgriFutures and to be managed appropriately.