

Supplier Code of Conduct

Purpose:	To define TSA Riley's commitment to ethical, sustainable, and responsible business practices and set clear expectations for suppliers and business partners.
Applicable to:	TSA Management Group Holdings Pty Ltd and its affiliated corporate entities (TSA Riley).
Region(s):	Group

Code of Conduct

TSA Riley is committed to understanding and managing the environmental, economic, and social impacts of its operations, striving for sustainability across the business, including within procurement. The impact of its operations extends throughout the global supply chain and so, TSA Riley relies on its suppliers to share and uphold similar standards.

This Code of Conduct sets out the standards expected of suppliers, sub-consultants and business partners, and applies alongside all relevant local legislation, regulation and best industry practice. It is to be read in conjunction with the relevant TSA Riley Terms and Conditions for Independent Contractor or Sub-Consultancy Agreements.

In accordance with commitments to the highest standards, TSA Riley expects its suppliers to aspire to the same standards in their business operations, including:

Environment

- Complying with all applicable environmental laws.
- Operating in an environmentally responsible manner.

Ethics

- Complying with legal and regulatory standards.
- Behaving ethically and with integrity in all business activities, including the prevention of money laundering, fraud, bribery and corruption, the effective management of conflicts of interest and the protection of data and information assets.

Labour and Human Rights

- Respecting human and employment rights.
- Prohibiting discrimination and harassment to provide a safe and inclusive work environment.
- Preventing work-related injury and ill-health by providing a safe and healthy work environment that promotes positive wellbeing.
- Providing employees with fair remuneration that meets or exceeds applicable minimum wage laws or industry standards in the country of operation.

TSA Riley expects its suppliers to work collaboratively and to support its approach to continually improve performance. It recognises that improving procurement performance is an ongoing process, and that suppliers are important partners in its aim to become more sustainable.

This Supplier Code of Conduct will be periodically reviewed to ensure continued suitability.