

SUPPLIER CODE OF CONDUCT

Boom’s purpose is to safely and profitably grow our business through the provision of innovative customer lifting solutions and specialised labour hire services in the markets we serve. We aim to do so in a responsible and sustainable manner, in partnership with our valued suppliers and service providers.

Purpose and Application

All of our suppliers and service providers are required to comply with this Supplier Code of Conduct. The purpose of this Code is to:

- ▲ detail the high standards that Boom Logistics Limited sets for itself for human rights and labour practices, and for the ethical conduct of its operations and supply chains.
- ▲ set out our expectation of suppliers to abide by the same values and principles in the provision of services and goods, as well as in the management of their supply chains.

Our Principles and values

The Boom values underpin and define the way we do business. We uphold our values through our Human Rights and Equal Employment Opportunity Policy, Diversity Policy, and Environment and Sustainability Policy, amongst other initiatives.



Human Rights

Boom is committed to a high standard of work and recognises that Australia is a signatory to the United Nations (UN) Charter on Human Rights. As a direct implementation of these standards, we expect our suppliers to:

- support the principles of minimum labour standards and universal human rights as set out in the UN’s Universal Declaration on Human Rights, and in our Human Rights and Equal Employment Opportunity Policy.
- refrain from using any child labour, forced labour, or situations where a person is not free to stop work or leave their place of work;
- be aware of the risk of modern slavery in its own supply chains and to take pro-active steps to ensure their operations and suppliers are free from the risk of modern slavery¹;
- ensure only workers with a legal right to work shall be engaged, and that all employees and contractors maintain control of their identification and immigration documents;
- allow freedom of association and collective bargaining for workers, allowing them to join and form trade unions or their own choosing and to bargain collectively.

¹ Australia’s *Modern Slavery Act 2018* (Cth), defines modern slavery as including eight serious forms of criminal exploitation: Trafficking in Persons; Slavery; Servitude; Forced Marriage; Forced Labour; Debt Bondage; Deception Recruiting for Labour or Services; Worst Forms of Child Labour. In each case, a victim is exploited or deprived of their freedom through the use of coercion, threats, violence or deception.

Boom will conduct regular assessments of its suppliers through the use of questionnaires/surveys, and possibly also audits. It is expected that any non-conformity identified will be worked through collaboratively with the intention of minimising any modern slavery risks.

Health, Safety, Wellbeing and Environment

All of Boom's suppliers must read and comply with the Boom Logistics Health, Safety, Wellbeing and Environment policies, procedures or measures implemented or adopted by Boom Logistics (including those on the Boom website at <https://www.boomlogistics.com.au/about-us/corporate-governance/>) and/or those of the occupiers of any premises at or within which the supplier will perform works. Suppliers must comply with all such policies, procedures or measures and in the event of any inconsistency, will comply with such policies, procedures or measures that provide for the highest standard of health, safety, wellbeing and environmental outcomes.

Business integrity and professionalism

Boom expects that its trusted suppliers should maintain high standards of professionalism in their business activities and dealings with third parties. This includes the following.

- **Anti-bribery and corruption** – Suppliers should avoid all attempts to use inappropriate means to influence its clients to secure a business advantage or to win or retain business. This may include inappropriate or disproportionate hospitality, facilitation payments (payments to public officials to expedite an administrative process). When dealing with government/state-owned clients, such activities may amount to bribery.
- **Record keeping** – Service providers are encouraged to be aware of their record keeping and reporting obligations which may apply in relation to client contracts, financial transactions, environmental or workplace safety incidents.
- **Professional Conduct and Confidentiality** – in all dealings, a supplier's conduct should be professional and fair, with care taken to protect personal information and confidential information received as a result of supplying goods or services to Boom. This should include systems, policies and procedures that support the implementation of this Supplier Code of Conduct, or a comparable standard, appropriate to the size and nature of the organisation.

Reporting your concerns

Boom provides a speak-up line whereby employees and third parties and others can report their concerns freely and without fear of repercussion. The speak-up line is operated by a third party, and is available to anyone who has a concern or wishes to discuss a matter confidentially (including anonymously). You can access the speak-up line through the following details:

Stopline

Online: <https://boomlogistics.stoplinereport.com>

Email: makeareport@stopline.com

Phone: 1300 30 45 50

We look forward to a productive relationship with our service providers and suppliers to achieve our mutual goals.