



Supplier Code of Conduct

Atlas Arteria Limited
Atlas Arteria International Limited

Supplier Code of Conduct

Application and Scope

For the purposes of this document, Atlas Arteria means Atlas Arteria Limited ACN 141 075 201 (ATLAX), Atlas Arteria International Limited Registration No 43828 (ATLIX) and each of their controlled subsidiaries.

At Atlas Arteria, we believe that treating our people and the environment well is a fundamental aspect of our values. For this purpose we have set out the standards to which we will hold ourselves accountable and we look to partner with suppliers who share the same view. These standards are set out in this Supplier Code of Conduct (Code).

We are committed to improving our performance in these areas and encourage our suppliers to do the same. We believe that by working together, we will be better placed to identify issues and implement improvements.

The values and expectations contained in this Code are important to Atlas Arteria and we expect our suppliers to adhere to them. A supplier's performance in these areas is an important consideration in our procurement decisions, and any material non-compliance with the Code may result in the termination or non-renewal of any existing business relationship with a supplier.

Speak Up

All Atlas Arteria suppliers have a responsibility to monitor compliance with this Code and to notify us of any breaches and take reasonable steps to address, remedy and prevent repetition of any breach of this Code or possible breaches of this Code.

Please refer to our Whistleblower Policy for guidance on how to report breaches or suspected breaches of this Code and for information about Atlas Arteria's policy against retaliation for reporting misconduct in good faith.

We reserve the right to undertake due diligence and risk assessments to verify compliance with this Code and expect our suppliers to cooperate and provide supporting evidence as we may reasonably require to monitor and review their compliance.

Values

We require our suppliers to uphold our values by applying the five guiding STEER principles: safety, transparency, engagement, environment and respect. A copy of our values can be found on our website.

We are committed to using only those suppliers whose values match our own. Our suppliers are therefore required to comply with all applicable laws and, in all cases, to meet the standards and principles set out in this Code across all areas of their business. Compliance with such laws, standards and principles is a material consideration for us in assessing every aspect of our supplier relationships.

Anti-bribery and corruption

Our suppliers must comply with all applicable laws relating to the prevention of bribery, corruption, fraud, tax evasion or similar or related activities.

Diversity and inclusion

Our suppliers must comply with all applicable discrimination laws and actively promote diversity and inclusion within their own workplace, including in recruitment, retention and promotion practices.

Health and safety

Our suppliers must comply with all applicable health and safety laws and aim to create a safe environment for their employees, sub-contractors and anyone else affected by their businesses.

Human rights and employment practices

Our suppliers, whether directly or through their supply chain, must comply with all applicable laws in relation to:

- employment practices and benefits;
- freedom of association
- discrimination, harassment (physical or sexual) and bullying.

In addition, they must not engage in the practice of modern slavery, including human trafficking, forced labour and any kind of illegal, abusive or exploitative labour, or work which is likely to harm the health, safety or morals of anyone employed, including children.

Sustainability

Our suppliers must comply with all applicable environmental laws and continually strive to improve their sustainability performance, focusing on reduction (as appropriate) of waste, carbon emissions, water and natural resources consumption.