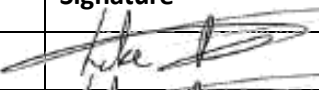
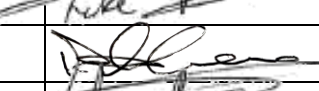
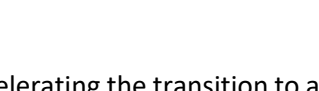


DOCUMENT TITLE: Supplier Code Of Conduct

REVISION: 1.01

DOCUMENT CONTROL LOG:

	Name	Role	Signature	Date	Rev
Prepared By	Luke Deasy	Managing Director		10/02/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2024	1.01
Reviewed By	Peter Lane	EHS Officer		12/06/2025	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2026	1.01

SUPPLIER CODE OF CONDUCT POLICY:

Copper Coast Renewables (CCR) is dedicated to accelerating the transition to a future powered by renewable energy and aims to create a positive impact by conducting business ethically. For CCR, this means engaging responsibly with suppliers and fostering a culture where individuals "do the right thing, even when no one is watching." CCR upholds a zero-tolerance policy towards human rights violations, environmental harm, bribery, and corruption.

In alignment with CCR's core values, we require our direct suppliers, contractors, and business partners ("Suppliers") to conduct their operations responsibly. It is essential that all activities and transactions within CCR's supply chain adhere to this Supplier Code of Conduct as a minimum standard.

This Code is based on principles from the UN Global Compact and the UN Guiding Principles for Business and Human Rights. Suppliers providing products or services to CCR must comply with all relevant laws and regulations within their operational regions. This includes respecting human rights and being mindful of the environmental and safety impacts of their products and services. Where differences exist between the standards outlined in this Supplier Code of Conduct and any legal or regulatory requirements, the stricter standard should be applied, in accordance with applicable law.

CCR also encourages Suppliers to ensure that their own suppliers ("Sub-suppliers") comply with this Code or to explain any areas of non-compliance. If a Supplier does not require its Sub-suppliers to follow CCR's Code, they must be able to demonstrate that their own Supplier Code of Conduct is as stringent as CCR's. This Code applies to all aspects of Suppliers' operations, including manufacturing, delivery, sales, and support, and extends to all material Suppliers and Sub-suppliers. CCR expects all Suppliers to return a declaration of compliance with the Code, identifying any sections where they may not be fully compliant. Compliance with this Code is expected to be integrated into all new contractual agreements, which may require the Supplier to provide documentation confirming their responsible business practices and disclose information regarding their Sub-suppliers in relation to CCR.

CCR is committed to conducting periodic reviews of key suppliers to ensure ongoing compliance with this Supplier Code of Conduct in all significant, long-term partnerships.

SUPPLIER CODE OF CONDUCT SECTIONS 1. RESPECT FOR HUMAN RIGHTS

Suppliers shall recognise and respect international human rights standards in accordance with the UN Guiding Principles on Business and Human Rights, UN Universal Declaration of Human Rights

and the International Labour Organizations' (ILO) International Labour Standards. Suppliers shall avoid directly causing or contributing to adverse human rights impacts throughout their operations and their own supply chains and, where possible, seek to prevent or mitigate adverse human rights impacts linked to [our companies] through its business relationships.

1 NON-DISCRIMINATION

Suppliers shall promote fair treatment of all employees, without discrimination on grounds of race, gender, nationality, disability, political or religious beliefs.

Suppliers shall also promote that employees with the same qualifications, experience and performance receive equal pay for equal work compared to others who perform the same work under similar working conditions.

2 CHILD LABOUR

Suppliers shall not employ workers under the age of 15 or child labour as defined by the International Labour Organisation conventions, nor benefit from the use of child labour, and not employ young persons under the age of 18 for hazardous work. Suppliers are expected to consider their own upstream suppliers' standards in relation to child labour to minimise the risk of this occurring in their own supply chain.

3 FORCED OR COMPULSORY LABOUR

Suppliers shall prohibit forced or compulsory labour and ensure employees are free to terminate their employment after the agreed period of notice, in accordance with national law or contract. As an employer, Suppliers shall not require employees to deposit money or identity documents with them to gain employment. Suppliers are expected to consider their own upstream suppliers' standards in relation to forced and compulsory labour to minimise the risk of this occurring in their own supply chain.

4 MINIMUM WAGE AND BENEFITS

Suppliers shall:

- comply with all applicable wage and hour laws and regulations, including those relating to minimum wage, overtime, and other elements of compensation, and must provide all legally mandated benefits;
- strive to pay workers the living wage, and as a minimum paying worker the minimum legal wage or a wage that meets local industry standards, whichever is greater;
- compensate workers for overtime hours at the legal premium rate;
- communicate pay structure and pay periods to all workers;
- pay accurate wages in a timely manner;
- Not permit any unlawful, unauthorised, or disciplinary salary deductions.

5 WORKING HOURS

Suppliers shall maintain work hours in compliance with applicable national legislation and industry standards regarding working hours and public holidays. Suppliers shall follow all applicable laws and regulations with respect to working hours and days of rest, and all overtime must be voluntary.

6 OCCUPATIONAL HEALTH AND SAFETY

In compliance with applicable laws and regulations, Suppliers shall ensure their employees' occupational safety and health through the provision of safe working conditions that do not jeopardise their physical, mental or emotional wellbeing. All hazards and the resulting health risks encountered by the employees must be properly assessed, and necessary safeguard measures must be taken.

7 FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Suppliers shall respect their employees' freedom of association and right to collective bargaining as stated in current applicable laws and the ILO conventions.

8 RIGHTS OF INDIGENOUS PEOPLE

Suppliers shall respect the rights of indigenous and tribal peoples and their social, cultural, environmental, and economic interests, including their connection with lands and other natural resources. Suppliers should follow the principles of free, prior, and informed consent, and participation to obtain broad-based consent of indigenous and tribal peoples in their activities.

9 ANTI-CORRUPTION

Suppliers shall adhere to the highest standards of moral and ethical conduct, respect local laws and not engage in any form of corrupt practices, including but not limited to extortion, fraud, or bribery.

10 ENVIRONMENT

Suppliers shall identify and meet all relevant environmental legislative and regulatory requirements, maintain all applicable licenses, registrations, and permits, and work according to an environmental management system delivering resource efficiency, as well as emergency response preparedness.

Suppliers shall manage and disclose the use of hazardous materials in own operations and find environmentally friendly substitutes when feasible, establishing control mechanisms for preventing pollution from hazardous substances, waste and effluents, and air emissions.

Suppliers shall reduce any waste caused by own operations and reuse or recycle whatever is technically feasible.

Suppliers shall evaluate the environmental performance of their activities, minimise environmental impact, and make continuous improvements in environmental protection.

If applicable, Suppliers shall develop and implement an environmental policy **Declaration of Compliance**

I declare that to the best of my knowledge **[Insert name of your Organisation]** is **fully compliant** with the Copper Coast Renewables Supplier Code of Conduct

	Declaration of Compliance Completed By
Name	
Role in Organisation	
Date	
Signature	