

SUPPLIER CODE OF CONDUCT

1 PURPOSE

Discovery Parks Holdings Pty Ltd and its controlled entities (collectively **Discovery**) acknowledge the privileged responsibility that we bare towards our customers, employees and to the community in which we operate.

While suppliers are independent entities, their business practices may impact Discovery. This Supplier Code of Conduct (**Code**) is intended to assist Discovery in setting a strict set of ethical standards for suppliers and business partners

This Code reflects Discovery's commitment to ensuring a prescribed set of minimum standards are adhered to when conducting business.

2 SCOPE

This Code applies to all individuals working for or on behalf of Discovery or one of its subsidiaries in any capacity. This includes directors, employees, agency workers, interns and independent contractors/consultants. It extends to third party representatives, suppliers, distributors and all other business partners (**Suppliers**) engaged in activities (such as performing works) or representing Discovery in any way.

Suppliers and workers (regardless of geographic location, term of contract or classification) are expected to read and familiarise themselves with this Code and adhere to taking reasonable steps to communicate the Code with their employees (if any).

3 POLICY STATEMENT

Discovery wishes to operate in a compliant and ethical community and conduct business that shares such vision. Discovery is committed to ensuring Suppliers adopt the same principle in their operations and throughout their supply chains.

All Suppliers are expected to comply with all laws applicable. The Supplier shall support the principles of the *UN Declaration of Human Rights* as well as the *1998 International Labour Organisation on Fundamental Principles and Rights at Work*, in accordance with federal laws and practice. This particularly applies to all aspects of human rights and fair labour practices as set out in this Code.

4 OBLIGATIONS

Discovery reserves the right, upon reasonable notice to ensure compliance with the requirements outlined in the Code. Discovery encourages Suppliers to implement internal guidelines for ethical behaviour. In the event of inconsistency between the Code and a duly executed contract with Discovery, the terms and conditions of the contract or agreement will take precedence.

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5 HUMAN RIGHTS, MODERN SLAVERY AND FAIR LABOUR

5.1 Modern Slavery

Discovery is committed to a zero-tolerance approach to all forms of modern slavery practices within supply chain and expects Suppliers to comply with the Modern Slavery Policy. Discovery defines modern slavery in accordance with the definition provided in the *Modern Slavery Act 2018* (Cth).

5.2 Child Labour

Suppliers must not employ children under the legal age of employment in accordance with any country or local jurisdiction. If the age of employment is not defined in the applicable legislation, it must be above 15 years of age.

5.3 Forced Labour

- 5.3.1 Suppliers must not use any form of forced, bonded or involuntary labour. Workers must be allowed to maintain control over their identification documents (e.g. passports, work permits or any other personal legal documents).
- 5.3.2 Suppliers must not engage in any form of punishment and/or mental or physical coercion in relation to all workers. Suppliers' disciplinary policies and procedures must be clearly defined and communicated to their workers.

5.4 Third Party Labour

All use of temporary and outsourced labour should be in accordance with applicable laws. Suppliers are expected to:

- a. use all reasonable endeavours to ensure that the third-party recruitment agencies it uses are compliant with the provisions of this Code and applicable law; and
- b. be responsible for payment of all recruitment-related fees and expenses in recruiting foreign contract workers either directly or through third party agencies.

5.5 Compensation and Working Hours

- 5.5.1 Suppliers must comply with all applicable laws and mandatory industry standards regarding working hours, overtime, wages and benefits. Suppliers must pay workers in a timely manner and clearly convey the basis on which their workers are being paid.
- 5.5.2 In countries where no minimum wage legislation exists, Suppliers must seek to establish a living wage that provides an adequate standard of living for all employees and their dependents.

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- 5.5.3 Deductions from employee wages as a disciplinary measure must not be allowed if not legally permitted and even where legally permitted, should be minimised.

5.6 Freedom of association and collective bargaining

- 5.6.1 The employees of a Supplier must be free to join or not to join a union/employee representation of their choice, protected from threat, intimidation or adverse action.
- 5.6.2 Suppliers should recognise and respect their employee's right to collectively bargain in accordance with applicable laws.

5.7 Diversity

- 5.7.1 Suppliers must promote an inclusive work environment that values the diversity of their employees.
- 5.7.2 Suppliers must not discriminate or tolerate discrimination with respect to their employee's gender, race, religion, age, disability, sexual orientation, national origin or any other characteristic protected under applicable laws.

6 WORK HEALTH AND SAFETY

- 6.1 Suppliers must implement the standards of occupational health and safety at a high level by applying a health and safety management approach appropriate to business practices.
- 6.2 Suppliers must comply with applicable occupational health and safety regulations and provide a work environment that is safe and conducive to good health, in order to preserve the health of employees, safeguard third parties and prevent accidents, injuries and work-related illness. This includes conducting regular workplace risk assessments and implementing adequate hazard control and precautionary measures. Suppliers' employees are to be adequately educated and trained in health and safety issues.

7 PRIVACY, DATA PROTECTION AND CONFIDENTIALITY

- 7.1 Suppliers must conform with statutory obligations under all applicable privacy laws or administrative requirements in relation to the collection, use, disclosure, storage and transmission of personal information, in particular with regard to personal data of customers, employees and shareholders. In the event the Supplier becomes aware of any data breach, the Supplier must immediately notify Discovery and ensure compliance with mandatory data breach reporting obligations arising from a breach or suspected breach.

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- 7.2 Suppliers must not disclosure, misuse, modify or grant unauthorised access to personal information and ensure adequate protection measures are in place to address such risks.
- 7.3 Suppliers must maintain confidentiality and not deal with information in any way that may prejudice Discovery.
- 7.4 Suppliers must have express written permission from Discovery before disclosing or publishing any information with respect to their business relations with Discovery or speaking as Supplier for Discovery in any public forum. Suppliers must not use their association with Discovery for any improper purposes.

8 BRIBERY AND CORRUPTION

- 8.1 Suppliers must comply with all domestic and international anti-bribery and anti-corruption laws, regulations and standards.
- 8.2 Suppliers must not (either directly or indirectly) engage in, offer or promise to provide anything of value to improperly influence an official or act to secure improper advantage in order to obtain or retain business.
- 8.3 Suppliers must comply with Discovery's Anti-Bribery and Anti-Corruption Policy.

9 TRADE REGULATION AND FAIR COMPETITION

- 9.1 Suppliers must comply with all applicable trade and import regulations including sanctions and embargoes that apply to their activities.
- 9.2 Suppliers must comply with applicable competition and anti-trust laws.

10 TAX EVASION

Suppliers must comply with all applicable tax laws, regulations and industry standards in the countries where they operate. Suppliers shall not engage in deliberate tax evasion or facilitate such evasion on behalf of others. As such, Suppliers must have in place adequate procedures and effective controls to minimise the risk of tax evasion or such facilitation, and to enforce them where appropriate. Suppliers must report any concerns in relation to tax evasion to their Discovery contact.

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11 MONEY LAUDERING AND FINANCIAL RECORDS

Suppliers must comply with applicable laws and regulations designed to combat money laundering activities. Suppliers must maintain adequate financial records and reports according to federal and international laws and regulations.

12 CONFLICTS OF INTEREST

A conflict of interest arises when an individual has a private/personal interest which could appear to influence their professional decision making. Such conflict of interest situations include (but are not limited to) a close personal relationship, partnership, business relationship business partnership or investment. Suppliers must disclose any actual, perceived or potential conflict of interest to Discovery personnel so that appropriate steps can be taken to manage the conflict.

13 ENVIROMENT

Discovery is committed to promoting environmental responsibility throughout its value chain and using procurement practices as a lever to improve environmental outcomes.

13.1 Suppliers must comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

13.2 Discovery expects our Suppliers to use appropriate management systems that meets applicable safety requirements.

13.3 Discovery expects our Suppliers to support national climate goals and initiatives through the products and services they deliver by having a program of activities to reduce GHG emissions, with specific targets, as well as measures suppliers are taking to adapt to climate change, alongside implementation strategies and timeframes to achieve these goals.

13.4 Discovery may request the provision of relevant data on any area of environmental performance (e.g. any physical or transitional risks identified by the supplier, consumption and/or spend data with reference to Discovery related carbon emissions or general sustainability related activities).

13.5 Suppliers must prohibit unlawful eviction and unlawful taking of land, forests, and waters and actively work against any form of such conduct. Suppliers must also have substantiated knowledge about their supply chain.

13.6 Suppliers must comply with reporting and legislative requirements in relation to greenhouse gas and actively participate in the reduction of climate and carbon impacts.

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13.7 Any materials sourced by Suppliers must not be sourced from [World Heritage listed properties](#) or [International Union for Conservation of Nature Protected Areas](#).

14 BUSINESS CONTINUITY PLANNING

Suppliers must be prepared for any disruptions of their business (e.g. natural disasters, terrorism, software viruses, illness, pandemics, infectious diseases, worker shortages, ransomware and cyber attacks). This preparedness includes implementing disaster plans to protect both employees as well as the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

15 COMMUNITY INTERACTION

Suppliers, and their workers, must treat members of the community with respect. They must strive not to impact negatively on the health, safety or wellbeing of members of the community, including (but not limited to) by not engaging in activities such as threatening behaviour, violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.

16 USE OF ASSETS

Suppliers must use assets owned or provided by Discovery solely for authorised business purposes and must not use or permit the use of such assets for any other purposes without express written approval from a duly authorised Discovery representative.

17 REVIEW AND AWARENESS

This Code is reviewed and updated by a panel appointed by the Chief Financial Officer, triennially.

Each respective business unit at Discovery is responsible for ensuring that the Code is provided to and understood by Suppliers.

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18 RELATED AND SUPPORTING DOCUMENTS

- Anti- Bribery and Anti-Corruption Policy
- Human Rights Policy
- Inclusion and Diversity Policy
- Modern Slavery Policy
- Whistleblower Policy
- Anti-Bribery and Anti-Corruption Policy

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