

## APP:1003 RESPONSIBLE SOURCING POLICY

(Refer MP:1001)

*Idec's* ambition is to:

1. Achieve sustainable growth whilst;
2. Reducing our environmental footprint and;
3. Increasing our positive social impact.

*Idec* is committed to achieving this ambition by conducting business with integrity, openness, and respect for universal human rights, core labour principles. This is embodied by this *Responsible Sourcing Policy*.

*Idec* seek to achieve "industry best" *Responsible Sourcing* by:

- Conducting business in a lawful way and act with integrity.
- Work is conducted on the basis of freely agreed and documented terms of employment.
- Workers are treated equally and with respect and dignity.
- Work is conducted on a voluntary basis.
- Workers are of an appropriate age.
- Workers are paid fair wages.
- Working hours for all workers are reasonable.
- Workers are free to exercise their right to form and/or join trade unions or to refrain from doing so and to bargain collectively.
- Workers' health and safety are protected at work.
- Workers have access to fair procedures and remedies.
- Land rights of communities, including indigenous peoples, will be protected and promoted.
- Business is conducted in a manner which embraces sustainability and reduces environmental impact.

*Idec* recognise *idec's* supplier's play a critical role in helping *idec* achieve our ambition and thus will work with suppliers who share *idec's* ambition and agree to:

1. Comply with this Responsible Sourcing Policy.
2. Transparency in business dealings
3. To remedy any responsible sourcing shortcomings
4. To drive continuous responsible sourcing improvement.

SIGNED  Digitally signed by Glenn  
Date: 2022.10.26 14:33:14+10'00' DATED \_\_\_\_\_  
Chief Executive Officer

*Responsible Sourcing Policy to be revised every two years (last revised 26/10/22)*