

Supplier Code of Conduct

Experience Co Limited

ACN 167 320 470

Supplier Code of Conduct

Experience Co Limited (including its subsidiaries) (**EXP/Group**) strives to conduct sustainable and inclusive procurement.

This Supplier Code of Conduct (**the Code**) outlines the ethical standards and behaviours EXP expects from itself and its suppliers.

1. EXP is committed to the highest ethical standards

When conducting business with EXP you can expect that EXP will:

- Comply with applicable laws, regulations, treaties, covenants or other agreements including modern slavery legislation, EXP's supply chain policies and procedures and good business practices
- Act with integrity and openness
- Demonstrate fairness and transparency in all our dealings
- Disclose any perceived or real conflicts of interest
- Protect and prevent the release of commercial-in-confidence information
- Not seek, or accept, any financial or non-financial benefits from any suppliers
- Respond to reasonable requests for advice and information relevant to dealings with EXP
- Investigate complaints.

2. EXP expects its suppliers, wholesalers and agents, whether national or international, and their supply chains, to commit to the highest ethical standards

When conducting business with EXP we expect that you will:

- Comply with applicable laws, regulations, treaties, covenants or other agreements including modern slavery legislation, supply chain policies and procedures and good business practices
- Ensure third parties acting on your behalf comply with this code
- Act with integrity and openness
- Conduct business in an ethical and safe manner
- Disclose any perceived or real conflicts of interest
- Not discuss or disclose dealings with EXP to the media without EXP express approval
- Protect and prevent the release of commercial-in-confidence information
- Ensure the security and proper use of EXP information

- Not offer EXP employees or contractors any financial or non-financial benefits
- Respond to reasonable requests for advice and information relevant to dealings with EXP
- Report breaches of this code to EXP.

3. Implications of non-compliance with this code

Suppliers should be aware that non-compliance with this code when doing business with EXP, or demonstrated corrupt or unethical conduct, could lead to:

- Termination of contracts
- Loss of future work
- Loss of reputation
- Investigation for corruption

4. Additional Obligations

4.1 Gifts, hospitality and other benefits

EXP complies with the Australian anti-bribery legislation.

Suppliers must not at any time offer or provide any financial or non-financial benefits to EXP employees or contractors.

EXP employees and contractors are prohibited from accepting or requesting any financial or non-financial benefits.

4.2 Conflicts of interest

Conflicts of interest, whether real or perceived, must be immediately reported to EXP Senior Management.

A conflict of interests can arise when a person's business and private interests intersect.

Private interests can include a person's own professional and financial interests, as well as past and present associations with other individuals, groups or family.

4.3 Confidentiality and intellectual property rights

Information provided by or collected from EXP is provided on a confidential basis, unless otherwise explicitly indicated or the information is already in the public domain.

EXP will, and we expect our suppliers to, respect and honour each other's confidentiality and intellectual property rights.

4.4 Environmental sustainability

We expect our suppliers to minimise the environmental impact of their operations and maintain environmentally responsible policies and practices.

4.5 Labour and human rights

We expect our suppliers to provide a fair and ethical workplace free from workplace bullying, harassment, victimisation and abuse and not engage in any human rights abuses, such as forced or child labour.

Our suppliers are also expected to make all reasonable efforts to ensure that businesses within their supply chain are not engaged in, or complicit with, human rights abuses, such as forced or child labour.

4.6 Workplace health and safety

We expect our suppliers to provide a safe work environment and integrate sound health and safety management practices into their business.

Suppliers must comply with all applicable laws and regulations relating to workplace, health and safety.

5. How do I report wrongdoing?

If you are concerned about a possible breach of this code, you should report this directly to the EXP Senior Management.

6. Review

The Board will review this Policy as often as required to ensure it remains relevant to the current needs of the Company.

This policy will be available on the Company's website.

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