

Supplier Code of Conduct

The Village Roadshow group of companies (VRL Group) procures a variety of goods and services from a diverse supplier base and looks to partner with suppliers who not only supply quality products, provide superior service and value for money but meet the responsibilities contained within this Code and are in full compliance with all laws and regulations.

The provisions in this Code are in addition to, not in lieu of, the provisions of any legal contract or purchase order terms & conditions in place between VRL Group and a supplier.

VRL Group expect suppliers to hold their supply chain to the standards contained within this Code.

Corporate Governance and Ethical Practices

Suppliers are expected to:

- Comply with all relevant laws and regulations in relation to bribery, corruption, fraud and other prohibited practices
- Act in an ethical, fair and professional manner
- Have a risk management frame work, which incorporates business continuity plans
- Maintain accurate and auditable records and accounts
- Provide timely disclosure of material matters concerning the goods or services provided by the supplier to VRL Group
- Ensure they meet their contractual obligations to VRL Group and their own suppliers

Health and Safety

Suppliers are expected to:

- Comply with all relevant national and local safety legislation including but not limited to workplace and operational health and safety
- Provide a safe and healthy workplace for all of their employees
- Develop and maintain a documented Health and Safety Management System that is appropriate to the size of the company and nature of risk and meets relevant legal requirements

Human Rights and Workplace Conditions

Suppliers are expected to:

- Demonstrate a commitment to human rights and fair employment practices in accordance with existing international standards
- Comply with all local and national laws and regulations in relation to employment practices, human rights, discrimination, harassment and bullying
- Pay their employees lawful wages, including minimum wage requirements and equal pay for equal work
- Ensure no forced labour, child labour or involuntary labour is used

Environment

Suppliers are expected to:

- Maintain environmentally responsible business practices
- Obtain, keep current and comply with required environmental permits and regulations

Code Compliance

Failure of the Supplier and any of its supply chain to comply with this Code may result in contract termination.

Suppliers may report suspected violations of this Code to the VRL Group Whistleblower hotline:

A toll-free hotline number (Australia only): 1300 30 45 50
Calls from outside Australia (reverse charges): +61 3 9811 3275
Email: villageroadshow@stoline.com.au