

SYNERGY Turf Manufacturing Pty Ltd (SYNERGY) strives to conduct sustainable and inclusive procurement. Our suppliers are our partners in delivering the best social and commercial outcomes within the region we live and work in, such that it benefits society. This Supplier Code of Conduct (the 'Code') outlines the ethical standards and behaviours we expect from ourselves and our suppliers.

We are committed to the highest ethical standards

When conducting business with SYNERGY you can expect that we will:

- comply with applicable laws, regulations, policies and procedures
- act with integrity and openness
- demonstrate fairness and transparency in our dealings with individuals and organisations
- disclose any perceived or real conflicts of interest
- encourage fair and open competition while seeking value for money and innovative solutions
- adopt procurement processes to make it easy to do business
- protect and prevent the release of commercial-in confidence information
- not seek, or accept, any financial or non-financial benefits from potential, current or past suppliers
- respond to reasonable requests for advice and information
- investigate complaints.

We expect our suppliers and their supply chains to commit to the highest ethical standards

When conducting business with SYNERGY we expect that you will:

- comply with applicable laws, regulations, policies, 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
- pay your suppliers / contractors on time
- protect and prevent the release of commercial-in confidence information
- not offer SYNERGY employees/contractors any financial or non-financial benefits
- respond to reasonable requests for advice and information
- report breaches of this Code to SYNERGY

Implications of non-compliance with this Code

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

- termination of contracts
- investigation for corruption
- matter referred for criminal investigation
- loss of future work
- loss of reputation

More information

Gifts, hospitality and other benefits

Suppliers must not at any time offer or provide any financial or non-financial benefits to SYNERGY employees/contractors. SYNERGY employees/contractors are not permitted to request financial or non-financial benefits and are expected to decline such offers.

Conflicts of interest

Conflicts of interest, whether real or perceived, must be immediately reported to SYNERGY Management. A conflict of interest 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.

Confidentiality and intellectual property rights

Information provided by or collected from SYNERGY is provided on a confidential basis, unless otherwise explicitly indicated, or the information is already in the public domain. SYNERGY and our suppliers will respect and honour each other's confidentiality and intellectual property rights.

Environmental sustainability

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

Sponsorship

Any sponsorship arrangement must be open and transparent and should not create any perception that it will improperly influence any decision-making process.

Labour and human rights

We expect our suppliers to provide a fair and ethical workplace free from workplace bullying, harassment, victimisation and abuse. Our suppliers are 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.

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.

How do I report wrong doing?

If you are concerned about a possible breach of this Code, you should report this directly to SYNERGY Management. [suppliercoc@synergyturf.com.au] All information will be treated highly confidential.

A supplier who violates the Supplier Code may be terminated. We do not consider suppliers who do not demonstrate high ethical standards, compliance with applicable laws, and the SYNERGY Supplier Code of Conduct.