

Supplier Code of Conduct

Coverage	All Iress suppliers, including subcontractors, consultants and related entities		
Geographic scope	Global		
Policy owner	Head of Procurement	Policy approver	CFO

1. Compliance

This Supplier Code of Conduct (**Code**) sets out the minimum standard of behavior and conduct that Iress Group expects its suppliers to meet.

In this Code:

- (a) “supplier” means any individual or entity (including consultants) that supplies goods or services to Iress Limited or its related companies (collectively ‘Iress Group’) anywhere in the world; and
- (b) “workers” refers to employees, contractors, agents, work experience students and temporary staff of the supplier and of its related entities.

This Code is aligned with internationally recognised standards, including the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

Suppliers are expected to assess their compliance with this Code and address material gaps in a timely way.

Suppliers must communicate the standards set out in this Code to their related entities, suppliers and subcontractors involved in delivering goods or services to Iress, and take reasonable steps to ensure their compliance

2. Governance and responsible business practices

Suppliers must comply with all applicable local and international laws, regulations and respect internationally recognised human rights wherever they operate. Where domestic law, local requirements or operating conditions conflict with this Code or make full compliance impossible, suppliers must seek ways to honour the principles of internationally recognised human rights to the greatest extent possible in the circumstances and be able to demonstrate their efforts to do so.

Suppliers must prevent unethical practices, including fraud, money laundering, bribery and corruption. Suppliers must not offer, request, give or accept facilitation payments.

3. Labour and human rights

Suppliers must respect internationally recognised human rights and must not cause, contribute to or be directly linked to adverse human rights impacts through their operations, products or services.

Suppliers must not use, benefit from or tolerate any form of modern slavery, including forced, bonded, trafficked, indentured or compulsory labour. Workers must not be required to surrender identity documents or pay recruitment or other fees in order to obtain or keep work.

Child labour is prohibited. The minimum age for employment or work must be the higher of 15 years, the local legal minimum age or the age for completing compulsory education. Workers under 18 must not perform hazardous work or any work likely to harm their health, safety or morals.

Suppliers must pay workers in full and on time and comply with all applicable laws relating to wages, overtime, benefits and statutory entitlements. Workers must be provided with clear written terms of employment and pay information, including payslips, in a language they understand. Suppliers are encouraged to work toward providing a living wage.

Working hours must not exceed the limits set by applicable law or relevant ILO standards, whichever provides greater protection to workers. Overtime must be voluntary and compensated in accordance with applicable laws.

Suppliers must respect workers' freedom of association and right to collective bargaining, including the right to form, join or not join workers' organisations in accordance with applicable law.

Suppliers must prohibit discrimination based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or any other protected status.

Workplaces must be free from unlawful discrimination, harassment, bullying and inhumane treatment.

4. Health and safety

Suppliers must comply with all applicable occupational health and safety laws and, without limitation, take proactive steps to identify and manage workplace hazards and provide appropriate training and personal protective equipment.

Suppliers must maintain a safe and hygienic working environment, including access to clean drinking water, adequate sanitary facilities, and safe and healthy working conditions.

5. Environmental management

Suppliers must comply with all applicable environmental laws and manage their environmental impacts responsibly.

On request, suppliers must provide to Iress available data on greenhouse gas emissions and energy consumption, as may be requested by Iress from time to time.

Suppliers are encouraged to set emissions reduction targets and implement practical measures to reduce waste and conserve energy.

6. Conflicts of interest, bribery & corruption

Suppliers must avoid actual conflicts of interest involving Iress or its personnel and must promptly disclose any actual, potential, or perceived conflicts of interest to Iress in writing.

Iress maintains a zero tolerance policy for bribery and corruption. Suppliers must not offer, promise, authorise, request or receive improper payments, kickbacks or unjustified commissions, regardless of amount or local custom.

7. Information security, privacy & responsible technology

Suppliers must protect Iress systems and information, including confidential information and personal data through appropriate technical and organisational controls, including access controls, secure storage, incident management, workforce training and secure disposal of information where relevant.

Suppliers must promptly notify Iress of any actual or suspected data breach, cyber security incident or material vulnerability that compromises - or presents a risk to - the security, confidentiality, or integrity of Iress information, systems or services.

Where AI or other automated technology is used to deliver services to Iress, suppliers must ensure its use is secure, fair, transparent, and compliant with all applicable laws, including privacy laws.

8. Concerns & whistleblowing

Suppliers and their workers are encouraged to raise concerns regarding any suspected breach of this Code in line with the Whistleblowing Policy.

Suppliers must ensure that any person who raises a concern in good faith is protected from retaliation.

9. Enforcement

Iress may, upon reasonable notice, assess, review or audit a supplier's compliance with this Code. Suppliers are expected to cooperate in addressing identified non-compliance issues through any agreed corrective action plan.

Failure to comply with this Code, act ethically, or address identified issues in a timely and satisfactory manner may result in requirement to complete remediation actions, or in suspension, or termination of the business relationship with Iress in accordance with the underlying supplier agreement.