

**AIC MINES LIMITED**

ACN 060 156 452

**RESPONSIBLE SOURCING POLICY**

This policy applies to all AIC Mines companies ('the Group'), its employees and contractors.

**PURPOSE**

The purpose of this policy is to demonstrate AIC Mines commitment to conducting its operations in a responsible, transparent and sustainable manner. As part of this commitment, we recognise the importance of responsible procurement practices. This Responsible Sourcing Policy outlines our expectations for our Suppliers to align with our Sustainability Policy and goals.

**POLICY****Code of Conduct**

We expect our Suppliers to follow our Code of Conduct [[AIC-Mines-Code-of-Conduct-20211213.pdf \(aicmines.com.au\)](#)], or their own Code provided it is of an equivalent standard.

**Laws and Regulations**

Suppliers must comply with all applicable laws, regulations and industry standards relating to their business conduct.

**Corruption, Fraud and Bribery**

Suppliers must conduct themselves ethically and with integrity in all business dealings. This includes:

- Complying with all applicable anti-bribery and corruptions laws; and
- Not engaging in illegal conduct such as fraud, theft, bribery or other corrupt conduct.

**Human Rights**

Suppliers must:

- Ensure fair and safe working conditions for employees and contractors (including fair remuneration);
- Not use any child labour in their business or supply chain;
- Not use any forced, bonded or involuntary labour (including labour secured through human trafficking) in their business or supply chain; and
- Maintain a robust risk assessment process of its supply chain to identify and mitigate against risks of modern slavery; and

**Diversity and Inclusion**

Suppliers must promote and maintain a diverse and inclusive workplace where everyone feels safe, valued and supported. This involves a commitment to equality and to the treating of one another with respect.

**Health and Safety**

Suppliers must:

- Provide safe working conditions for their employees;
- Comply with all relevant health and safety laws, regulations and standards (including AIC Mines health and safety policies while on any AIC Mines site); and
- Implement safety systems and protocols.

### **Environmental Stewardship**

AIC Mines expects Suppliers to:

- Implement environmental management practices that minimise waste and reduce emissions;
- Minimise the use of non-renewable resources; and
- Support initiatives aimed at conservation and environmental protection.

### **Local Communities**

Suppliers must treat all members of the community with dignity, and respect the cultural heritage, customs and traditions of the Traditional Owners of the land on which we operate.

Where possible, Suppliers should support local communities by seeking to engage in their business locally based employees and contractors; and identify opportunities that incorporate local procurement.