

Supplier Code of Conduct Standard



1. INTRODUCTION

Ramelius Resources Ltd and its wholly owned subsidiaries (Ramelius or RMS) procures a variety of goods and services from suppliers (Suppliers). When we contract with Suppliers, we expect them to conduct their businesses to standards of safety, health, ethics and social and environmental performance at or above levels adopted by Ramelius, and always in compliance with applicable laws.

This supplier code of conduct standard (Supplier Code of Conduct Standard) aligns with Ramelius' Values Statement and the Ramelius Code of Conduct Policy and Modern Slavery & Human Rights Policy, all of which can be found via our webpage at <https://www.rameliusresources.com.au/>.

Ramelius will seek and show preference to Suppliers who respect and adopt positive environmental, social, governance and safety standards, and who demonstrate alignment with the standards contained in the Supplier Code of Conduct Standard.

It is expected that Suppliers (and any sub-contractors working on their behalf):

- Act in an ethical and responsible manner
- Not engage in conduct inconsistent with Australian and international laws and standards
- Comply with all provisions specified in their contracts including provisions related to the content of this Supplier Code of Conduct Standard

2. SUPPLIER CODE OF CONDUCT

The table below sets out the standards of conduct expected from all Suppliers wishing to do business with Ramelius.

Compliance Area	Supplier Requirements
Environment	<ul style="list-style-type: none">• Promote a culture that values the environment and act to protect the environment in which they operate.• Comply with all environmental management and reporting rules, codes and standards, particularly concerning cultural heritage management, water discharges, air emissions, pollutants, waste and chemicals management to meet their obligations under applicable laws and Ramelius' contractual and site requirements.• Give due consideration to climate change risks and opportunities and to minimise the environmental impacts of their operations, including greenhouse gas emissions and short-lived climate pollutants.
Social	<ul style="list-style-type: none">• Work to uphold international human rights standards within their operations, affiliates, and supply chains.• Not use forced or compulsory labour or any other form of Modern Slavery such as servitude, forced marriage, deceptive recruiting, debt bondage and child labour.• Provide fair remuneration and work conditions for all workers that satisfy, at a minimum, national legal standards or local industry benchmarks, whichever is higher, for wages and benefits paid for a standard working week.• Promote respect, diversity and dignity and prevent workplace violence, harassment and discrimination.• Support community engagement initiatives aimed at employing, procuring, and building capacity within host communities where the Supplier operates.
Governance	<ul style="list-style-type: none">• Comply with all laws and regulations applicable to their business, including anti-bribery and corruption laws.• Ensure personal activities and interests, and those of employees and subcontractors, do not conflict with their responsibilities to Ramelius.• Not commit, or become involved in, bribery or corruption of any form, including facilitation payments.

Compliance Area	Supplier Requirements
	<ul style="list-style-type: none"> • Maintain policies and practices to allow violations, misconduct, or grievances to be reported by workers and addressed without fear of retaliation. • Maintain accurate financial books and business records, including invoicing, in accordance with all applicable legal and regulatory requirements and accepted accounting practices. • Report on economic, social and environmental performance to meet regulatory and contractual requirements. • Raise the alarm of anyone fails to adhere to these expectations by reporting conduct through the appropriate channel, including confidentially as a Whistleblower. • Suppliers must comply with this Supplier Code of Conduct Procedure at all times, monitor compliance, notify Ramelius of any breaches and take reasonable steps to address, remedy and prevent repetition of any breach of the Supplier Code of Conduct Procedure. Ramelius reserves the right to undertake due diligence and risk assessments to verify compliance with its principles and expect its suppliers to cooperate and provide supporting evidence as reasonably required to monitor and review compliance.
Safety	<ul style="list-style-type: none"> • Act safely and observe safety management system requirements. • Understand the risks that may arise in their work and have the right systems, processes and people in place to manage those risks, underpinned by a safety-focused culture. • Consult with Ramelius on matters relating to health, safety and well-being, cooperate in implementing initiatives, and coordinate their activities with Ramelius. • Provide a safe and healthy working environment for employees and subcontractors including provision of appropriate personal protective equipment. • Take all practical and reasonable measures to eliminate workplace fatalities, injuries and disease.