

SUSTAINABLE AND ETHICAL PROCUREMENT POLICY

This document outlines our policy for Sustainable and Ethical Procurement, including additional scope that the policy applies to, where appropriate.

BUMA is committed to the highest levels of governance, and we actively work to foster a culture that values ethical standards, personal and corporate integrity and a high level of respect for our stakeholders. BUMA seeks to prevent or mitigate adverse environmental, social and economic impacts associated with its operations or its products and services.

OUR PURPOSE

Our purpose is to:

- ❖ uphold sustainability and human rights principles consistent with internationally recognised standards in all our business activities;
- ❖ operate in an ethically, socially and environmentally responsible manner; and
- ❖ deliver long term benefits for our business and all its stakeholders by managing ethical, social and environmental impacts whilst identifying opportunities through our value chain.

OUR OBJECTIVES

To achieve our purpose, we will:

- ❖ understand and mitigate the risks in our procurement profile to align with our corporate purpose, promise and pillars;
- ❖ uphold human rights of workers throughout the supply chain and ensure they are treated with dignity and respect. Forms of forced, compulsory and child labour, as well as discrimination and bullying will not be tolerated;
- ❖ encourage and enforce compliance to workplace health and safety standards, fair wages, working and living conditions, freedom of association and workplace diversity, accessibility and flexibility;
- ❖ minimise environmental impacts associated with our products and services by reducing consumption, improving efficiency of resource use and considering whole-of-life impacts in decision-making;
- ❖ promote relationships and engagements with stakeholders and commute to provide social and economic benefits, including the provision of financial support and employment;
- ❖ promote fair customer treatment by engaging in fair marketing practices that uphold our ethical standards set out in our Standards of Business Conduct, including protecting the health and safety of customers and providing consumer service and support; and
- ❖ facilitate innovation to promote safer and more sustainable products and services

Colin Gilligan

CEO BUMA Australia

Endorsed: 17/12/2021