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1 Purpose

The Supplier Code of Conduct establishes a clear and consistent set of standards regarding individual and collective behaviours. These standards ensure mutual understanding and compliance among all parties.

The Supplier Code of Conduct applies to all suppliers and contractors engaged in activities related to Goldstar Transport.

2 Scope

This document outlines the minimum requirements that all suppliers and subcontractors must adhere to when performing work for or on behalf of Goldstar Transport.

3 Laws and regulations

Suppliers must comply with all applicable legislative and common laws and regulations in the regions where they operate. This includes adherence and respect to legislation related to labor, trade, environmental issues, and governance.

4 Health, safety, environment and quality (HSEQ)

The supplier must comply with Goldstar's HSEQ requirements relevant to work performed as part of the supply contract with Goldstar.

The supplier must provide:

- safe and healthy working conditions for all employees;
- effective environmental practices to minimise their environmental impact;
- quality standards that align with regulatory and industry requirements;
- report any risks to health, safety, environment and quality within their operations.

5 Non-Discrimination

The supplier must:

- provide a work environment in which everyone is treated fairly and gender, cultural, ethnic, religious or other diversity factors such as disability are respected;
- offer employment on the basis of merit;
- not base decisions regarding employment on attributes unrelated to job performance (including but not limited to, race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, marital status, sexual orientation and family responsibilities)

6 Sexual harassment

As part of their obligation to ensure a safe and respectful workplace, the supplier must:

- maintain a work environment free from sexual harassment;
- provide mechanism to enable reporting of sexual harassment;
- investigating all reports and cooperating with any related investigations;
- supporting those persons who report or are impacted by incidents of sexual harassment;
- take action, including discipline or removal, against those responsible;
- ensure all workers, including subcontractors, are trained on appropriate workplace behaviour and reporting processes.

7 Modern slavery & human rights

Suppliers must uphold labor rights and human dignity by adhering to the following:

- do not employ individuals below the age of 15 or those who have not completed compulsory education, as per local laws;
- prohibit all forms of forced, bonded, or involuntary labor and ensure no labor is sourced through human trafficking;
- respect workers' rights to join trade unions and ensure no discrimination against their representatives;
- provide wages and benefits that meet or exceed legal or industry standards, avoid unlawful deductions, and ensure reasonable working hours;
- recognising and respecting the rights of individuals and support the United Nations' Universal Declaration of Human Rights;

8 Privacy and security

The supplier must:

- protect the confidentiality and integrity of all data shared by the company;
- ensure compliance with applicable data privacy laws, including the secure handling of personal and proprietary information;
- prevent unauthorized access, use, or disclosure of sensitive information.

9 Remedies

Suppliers are expected to take immediate corrective action upon identifying or being notified of any breach of this Code of Conduct. If violations are not adequately remedied, the company reserves the right to suspend or terminate the business relationship.

10 Glossary

| Term | Definition |
|--------------------|--|
| Supplier | Any individual or company providing goods or services to Goldstar Transport, including subcontractors. |
| Non-Discrimination | The practice of treating all individuals fairly, without bias or prejudice, based on characteristics such as race, gender, age, religion, or disability. |
| Sexual Harassment | Unwanted or inappropriate behavior of a sexual nature that creates an uncomfortable or hostile work environment. |
| Modern Slavery | Refers to practices such as forced labor, human trafficking, and child labor, where individuals are exploited and denied their basic human rights. |

11 Document Review and Approval History

| Page No | Type of Change | | Change |
|-------------|---------------------|-------------------------------------|---------------------------------------|
| | Major | <input checked="" type="checkbox"/> | Document review: New document created |
| | Minor | <input type="checkbox"/> | |
| Reviewed by | Name Tim Young | | Position General Manager HSEQT |
| Approved by | Name Sean Carren | | Position Managing Director |