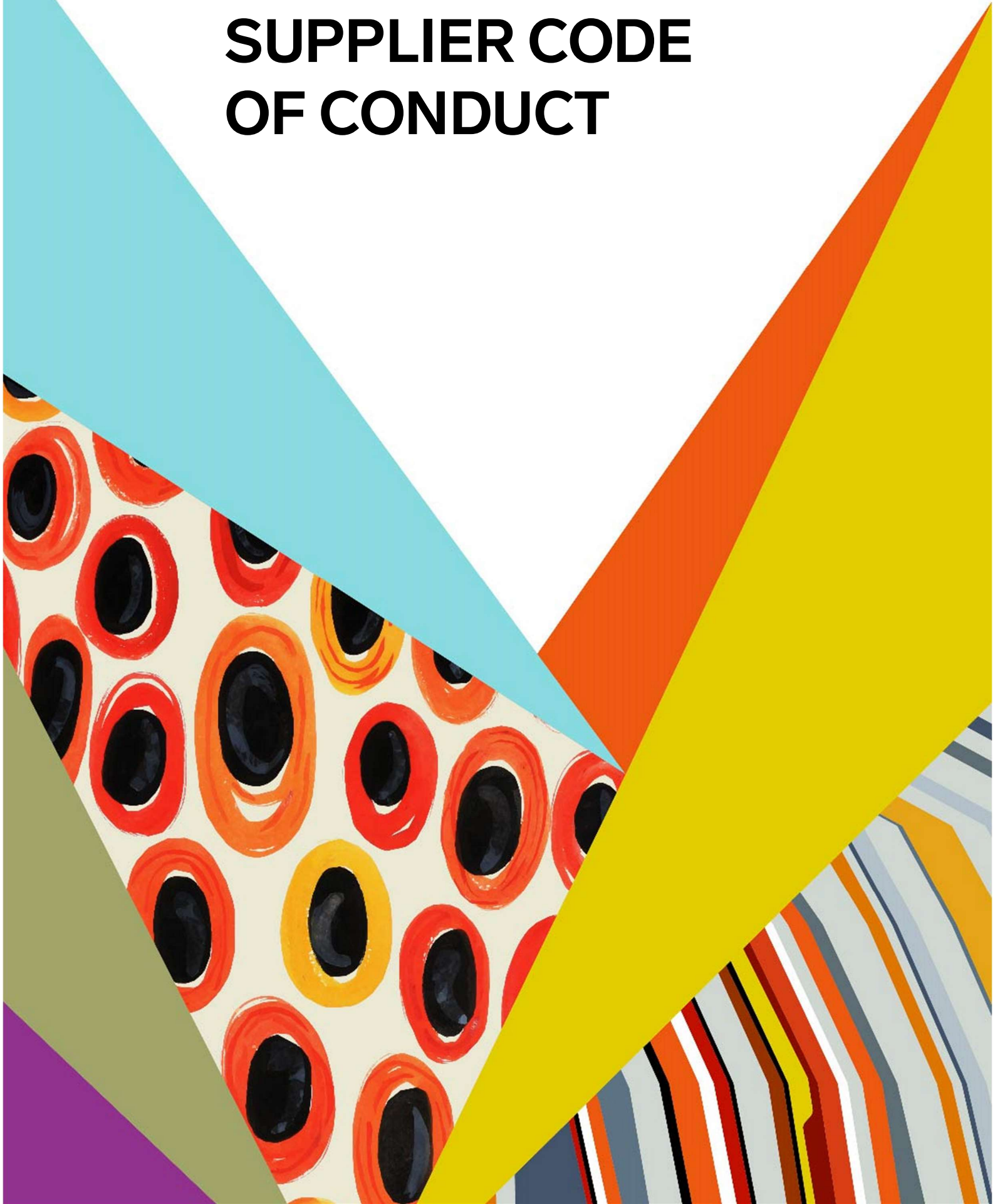


Perth Airport 

SUPPLIER CODE OF CONDUCT



1. Purpose

Perth Airport is committed to conducting business and operations in a responsible manner through adherence to ethical, social and safety standards. Perth Airport's guiding values are to deliver great service and the highest levels of safety and security for everyone. We think big, embrace the future and get things done!

Perth Airport is seeking to engage and collaborate with suppliers who share our commitment and approach to conducting business.

The Perth Airport Supplier Code of Conduct (Code) supports the continued application of our commitment to advance social, environment and ethical responsibility beyond our own operations to our supply chain.

Suppliers must review and comply with this Code and ensure that parties who form part of their supply chain, including sub-contractors, understand and are familiar with this Code.

Our procurement decisions are informed by a supplier's ability to meet or exceed the requirements of this Code. Where a contract sets out more specific social, environmental or ethical requirements, the Code supplements these requirements.

2. Scope

This Code outlines minimum standards and expectations applicable to all suppliers, including their parent, subsidiaries, affiliates and subcontractors ("Suppliers") providing goods or services to Perth Airport.

Suppliers will be responsible for all activities associated with disseminating and educating its employees, agents and suppliers on this Code, verifying compliance with this Code and taking urgent action in response to non-compliance.

3. Key Requirements

To support the application of the Code, a number of areas have been highlighted below for specific guidance.

3.1 Promote a Safe, Healthy and Environmentally Responsible Workplace

Perth Airport is committed to delivering the highest levels of safety and security for everyone.

Suppliers are expected to, at a minimum:

- Comply with all laws and regulations related to work health and safety, security and environment.
- Work in accordance with Perth Airport's relevant environmental, security and safety policies and procedures.
- Implement and maintain a formalised environmental policy and work health and safety policy and ensure it has been distributed to all staff.
- Provide all its staff with appropriate work health and safety training.

3.2 Workplace Conditions and Human Rights

Perth Airport respects human rights, as set out in the UN Universal Declaration of Human Rights and requires all our employees to treat others with trust, dignity, respect, fairness and equity. Perth Airport is committed to building and fostering a culture in which diversity is valued and to providing a workplace that is free from all forms of discrimination, harassment and bullying. Perth Airport is opposed to and will oppose all forms of modern slavery, including forced or compulsory labour, trafficking in persons, debt bondage and child labour, both within its activities and undertakings, and within its supply chain.

Suppliers are expected to, at a minimum:

- Comply with all laws and regulations concerning workplace conditions, human rights, anti-discrimination, anti-bullying, harassment and modern slavery.
- Have effective policies and procedures in place to ensure compliance with the applicable laws and regulations concerning workplace conditions, human rights, anti-discrimination, anti-bullying, abuse and harassment.
- Ensure all staff are provided with fair working conditions including adequate rest periods, sufficient leave and other statutory requirements, freedom of association and collective bargaining.
- Ensure that all staff are paid at the very least a legally mandated wage, including equal pay for equal work.
- Ensure that no forced labour or child labour is used.
- Implement procedures and internal methodologies for the monitoring and prevention of slavery within all facets of organisational activities (both direct and indirect).
- Ensure that all staff receive adequate training to undertake their role.

3.3 Corporate Governance and Ethics

Perth Airport is committed to conducting business in an honest and accountable way whilst maintaining the highest level of corporate ethics.

Suppliers are expected to, at a minimum:

- Comply with all laws and regulations concerning anti-bribery, anti-corruption and prohibited business practices.
- Have effective policies and procedures in place to ensure compliance with the applicable laws and regulations concerning anti-bribery, anti-corruption and prohibited business practices.
- Disclose any actual, perceived or potential conflict of interest to Perth Airport, including any employee or representative of Perth Airport who may have an interest or economic tie of any kind in the Supplier's business.
- Ensure that the giving and exchanging of gifts, hospitality and entertainment with Perth Airport team members is for a business purpose, and the gift or courtesy is in good taste and of a nominal value (normally not more than \$200 and of an infrequent nature).
- Ensure that this Code is communicated to all staff who deal with Perth Airport and that those staff are provided with training to understand their obligations with regard to anti-bribery, anti-corruption and prohibited business practices.

3.4 Information Security

Suppliers must comply with all laws and Perth Airport's requirements relating to personal information, confidentiality, security, data privacy and intellectual property protection. Suppliers must ensure appropriate controls are in place to protect Perth Airport's brand, information and intellectual property against unauthorised use and damage.

3.5 Diversity and Inclusion

Perth Airport's diversity and inclusion commitments aim to foster a culture of inclusion which values and meets the diverse needs of our team members, stakeholders including passengers, airlines, airport partners and the community which we serve.

Perth Airport requires its suppliers to:

- Promote an inclusive workplace where employee differences in areas like gender, sexual preference, age, culture, disability and lifestyle choice are valued.
- Make provision for parental and carer's leave for all employees as required by law.
- Be committed to establishing a culture of respect and inclusion in the workplace and in its dealings with Perth Airport, stakeholders and the community.
- Promote the principles of diversity and inclusion throughout their supply chains.

3.6 Environment Management

Perth Airport strives to reduce its environmental footprint across all parts of our operations with a key emphasis on learning and continuous improvement.

We aim to procure goods and services in an environmentally responsible manner.

Perth Airport requires its suppliers to:

- Comply with all laws and regulations relating to the environment, including the Airport Environment Strategy, and measure, manage and report environmental data.
- Assess and manage the environmental impact across operations, and supply chain and take responsibility for minimising the negative environmental impact of its goods and services throughout their lifecycle.
- Work to reduce the use of raw materials and resources in operations, including minimising pollution, use of toxic and persistent chemicals, and promote an efficient and sustainable use of resources, including energy and water.
- Work to eliminate, substitute, re-use and recycle materials and solid waste. Packaging supplied to Perth Airport shall be sustainably sourced, made from recycled content and recyclable where possible.
- Identify, monitor and minimise greenhouse gas emissions and energy consumption from operations.
- Promote a culture that values the environment and acts to protect the environment in which they operate.

3.7 Community

Perth Airport strives to work with, and have a positive impact in the community.

Suppliers are encouraged to contribute to and support the sustainable development of the local communities which the supplier impacts and help Perth Airport achieve its business purpose.

Perth Airport will favourably consider suppliers that:

- Engage and support local, Indigenous and diverse suppliers and communities.
- Support the delivery of the commitments made in the Perth Airport's Reconciliation Action Plan.

4. Assessment and Review

Perth Airport will work proactively with Suppliers to ensure alignment with expectations set out in this Code. To do this Perth Airport will:

- Undertake regular assessments of Suppliers involving a self-assessment questionnaire which is supported by appropriate information to substantiate responses.
- Undertake site based reviews of Supplier operations if required.
- Evaluate performance and report annually in the Perth Airport Sustainability Report.
- Invoke audit and review powers to address specific concerns, as appropriate.

5. Raising Concerns

Suppliers are entitled to report misconduct relating to Perth Airport, in accordance with Perth Airport's Whistleblower Protection Policy and where such report is made, will be afforded the relevant protections set out in that Policy.