

Supplier Code of Conduct

1.0 Purpose

Stanwell Corporation Limited (Stanwell) recognises the importance of its procurement practices being transparent, responsible and held to the highest standards of integrity.

We are a major purchaser of a range of goods and services from suppliers that operate both in regional Queensland and the State as a whole. Because of the diversity of our procurement portfolio, we accept our responsibility extends beyond the initial purchase of the good and/or service. Our professional conduct and management of our supply chain is a major focus.

The purpose of this document is to clearly and unequivocally establish our expectations of our supply chain and the suppliers that provide their respective goods and services to Stanwell.

2.0 Our values

Stanwell buys goods and/or services in different markets and regions.

We do not adopt the same procurement method in all cases, preferring to instead adopt the approach best suited to each transaction.

Our values and behaviours guide our strategic decisions and daily behaviours. They influence how we engage with external stakeholders and the local communities in which we operate.

3.0 Compliance with legislation

In addition to any mentioned legislation within this document, we expect our suppliers to comply with all relevant local and national laws and regulations.

Our corporate values and behaviours are :

We care by:

- focusing on our health, safety and wellbeing;
- looking after each other, the environment and our community;
- being inclusive and communicating openly; and
- respecting and helping each other grow and succeed.

We adapt by:

- embracing change and new ideas;
- working together and sharing learnings; and
- encouraging questions and different perspectives.

We deliver by:

- keeping our commitments and trusting each other;
- making responsible commercial decisions; and
- owning our actions and outcomes.

4.0 Safety

At Stanwell, we are committed to achieving Zero Harm Today where we all go home from work without injury and illness, every day.

We are committed to undertaking our business in a manner that prevents injury or occupational illness to employees, visitors, contractors and the public who may be impacted by our work activities. We encourage best practice in health and safety management and process safety and drive a continuous improvement culture.

The health and safety of people in our workplaces is supported and reinforced in our values and behaviours.

To maintain our commitment to health and safety, we expect our suppliers to:

- actively promote workplace health and safety including protecting and supporting employees' physical, emotional and mental health and wellbeing;
- have in place appropriate workplace policies, safe operating procedures, focussed training and personal protective equipment (PPE);
- operate and maintain a safety management system in which potential health and safety hazards are reported, assessed, communicated, reviewed and controlled; and
- abide by all safety processes, procedure standards and instructions on Stanwell sites, including Alcohol and Drug Testing and minimum PPE standards.

5.0 Corporate governance and ethics

Stanwell is committed to upholding the highest levels of corporate governance and ethics.

Stanwell's Code of Conduct sets out the standards and expectations for the way in which we work with each other and our stakeholders at Stanwell. It includes a set of guiding principles to guide decisions relating to compliance with regulations and laws; treating people respectfully and ethically; managing conflicts of interest; maintaining accurate and proper records; providing equal employment opportunities; and supporting Stanwell's Whistle-blower Protection Policy.

We also expect our suppliers to behave to the highest levels of corporate governance and ethical standards. We expect our suppliers will align their behaviours, in their business dealings with us, to our Code of Conduct.

6.0 Fair treatment

Stanwell is committed to developing and fostering a culture in which diversity is valued. We aim to provide a workplace that is free of discrimination, harassment and bullying.

We expect our suppliers will interact in their business dealings with us with respect, trust, dignity and fairness.

We expect that our suppliers will also ensure that slavery and/or forced labour is never used in their operations or their respective supply chains. Everyone should be treated fairly and with respect, free of violence, harassment or bullying.

7.0 Supplier diversity policies

Stanwell supports and encourages supplier diversity by aligning with the Queensland Government's policy of local and indigenous business participation requirements.

Our suppliers are encouraged to develop individual diversity policies, programs and business initiatives to support supplier diversity.

8.0 Environmental management

Environmental sustainability at Stanwell means that when making business decisions, there is due consideration of environmental consequences and opportunities, in conjunction with social and commercial imperatives.

Stanwell's commitment to the environment is to conduct our business in a manner that secures our long-term future while also balancing our environmental and social right to operate.

We have a culture of compliance and continuous environmental improvement.

Our activities within Stanwell's Environmental Sustainability Policy include, but are not limited to, reducing pollution, proactively managing environmental risks and complying with laws and regulations across our operational sites.

We believe it takes a group effort and commitment to have a long-lasting and positive impact. Therefore, we expect our suppliers to support Stanwell's commitment to environmental sustainability.

9.0 Compliance reporting

Stanwell values business transparency as it fosters trust, strengthens relationships and enhances business efficiencies. Business transparency is achieved through the provision of timely, accurate and value-adding business reports and processes.

To ensure business transparency and compliance requirements are met, we expect our suppliers to have in place processes to report:

- economic performance and on the completeness and accuracy of financial and business records;
- non-compliance with any relevant local and national laws and regulations including, but not limited to: environment, health and safety; social and
- cyber security threats and/or breaches to confidential information for the supplier engaged product or service.

10.0 Innovation

Stanwell recognises the need for innovation in response to a rapidly changing market environment. Innovation to deliver business efficiency is an important component of our business strategy.

We recognise that collaboration with our suppliers and customers is essential to make this happen. We encourage our suppliers to discuss with Stanwell, ways of reducing the cost of doing business through more efficient administrative or operational processes.

Reporting concerns and reportable conduct

Stanwell is committed to a culture of transparency. We encourage employees, contractors, suppliers and other service providers, such as consultants, to speak up about concerns or reportable conduct.

All information received will be managed securely and confidentially. Any concerns raised should be directed to:

Whistle-blower Protection Officer

Phone: 1800 671 902

Email: company.secretary@stanwell.com

Mail: Feedback

c/-Company Secretary

GPO Box 800

Brisbane Qld 4001