



Invia Supplier & Partner Code of Conduct

Invia seeks to conduct business in a safe, accountable, and ethical manner, in compliance with all applicable laws and in accordance with Invia's values. Invia seeks to engage partners who share these values.

This Supplier and Partner Code of Conduct sets out Invia's expectations of its partners. Compliance with this Code is a requirement of conducting business with Invia.

Invia's Partners are required to comply with the following Invia values:

- Respecting our staff, customers, Partners, and our community.
- Being fully accountable.
- Behaving ethically in all interactions.
- Always put safety above all else.

1. Health and Safety

Ensuring a safe working environment for Invia's employees, contractors and visitors is of the utmost importance to Invia. Invia's Partners must comply with the following minimum requirements:

1.1 Invia health and safety policies and site requirements

Partners must, in the conduct of any work for Invia:

- Comply with all Invia policies and procedures, training requirements and site requirements relating to health and safety.
- Provide all such information and assistance as Invia reasonably requires in connection with any safety investigation.
- Ensure that its employees, agents, and contractors entering Invia's premises behave in a safe
- Promptly notify Invia of any actual or threatened risk to workplace health and safety.
- Ensure that its employees are not under the influence of drugs or alcohol.

1.2 Law, codes, and standards

Partners must comply with all relevant laws, codes, and standards in the conduct of any work for Invia.

1.3 Documented policies, standards, and systems

Partners must develop or have and implement: Written health and safety policies and standards including documented systems to record work-related injuries and illnesses.

2. Corporate governance and ethics

Invia seeks to engage Partners who are shown to have strong governance frameworks and who adopt high ethical standards. Invia's Partners must comply with the following minimum requirements:

- Partners must comply with all applicable laws and regulations on bribery, corruption prohibited business practices; and
- Partners must conduct business in an ethical, equitable and professional manner.

3. Risk management

Invia will prefer Partners with documented risk management frameworks, which cover environmental, social, and corporate governance risks. Invia's Partners must comply with the following minimum requirements:

Partners must have policies and practices aimed at identifying risks, Vulnerabilities and compliance obligations and must facilitate risk awareness and mitigation within their business.

4. Environmental management

Invia seeks to reduce the direct environmental impact of the activities occurring along its supply chain. Invia's Partners must comply with the following minimum requirements:

4.1.1 Legislative Compliance

Partners must:

- Comply with all relevant laws, regulations, and standards on environmental management.
- Implement and maintain an environmental policy.
- Where possible, maximise the efficient use of natural resources, energy, water, and raw materials and minimize pollution and waste.

4.2 Environmental Protection

Partners must conduct business in a way that will minimise adverse effects on the environment.

5. Labour policies, human rights, and non-discrimination

Invia is committed to respecting and protecting human rights and aims to support responsible labour practices that contribute to a fair and inclusive workplace. Invia's Partners must comply with the following minimum requirements:

5.1 Modern Slavery practices

Partners must not use any form of modern slavery practice (including forced or involuntary labour, child labour, human trafficking, debt bondage or deceptive recruitment) and must comply with all international standards and domestic regulations relating to modern slavery, the exploitation or deprivation of liberty of workers, or the employment of children.

5.2 Equal rights and non-discrimination

Partners must operate an inclusive workplace that is free of discrimination, harassment, bullying and other unlawful conduct.

5.3 Fair wages, benefits, and conditions

Partners must comply with all applicable laws relating to wages, working hours and legally mandated benefits.

5.4 Legal compliance and workplace policies

Partners must comply with all relevant laws and regulations with regards to human rights, employment practices, benefits, health and safety and anti-discrimination.

Partners must have written workplace policies and standards that include equal opportunity, anti-discrimination, anti-harassment, and anti-bullying principles.