



# Supplier Code of Conduct

## 1. Introduction

At NEXTDC we pride ourselves on being a recognisable and trusted brand. NEXTDC is committed to acting ethically and responsibly in all areas of its operations and aims to achieve the highest standard of responsible business practices and sustainability, while also aiming to influence a positive impact on the greater community.

The adoption of our Corporate Social Responsibility Policy compliments our core values of **customer first, excellence, one team, innovation, communication and efficiency**. These are the values that we live by every day in our relationships with our customers, with each other and with the greater community. These are the values that foster a culture of trust and integrity at NEXTDC

As an extension to our core values NEXTDC seeks to engage with suppliers who share these values and adhere to the minimum requirements outlined in this Code of Conduct

## 2. Supplier Code of Conduct Principles

Compliance with the minimum requirements outlined in these code of conduct principles is a mandatory requirement of conducting business with NEXTDC.

### 2.1. Corporate Governance and Ethical Practices

- Operate ethically, with integrity and cultural sensitivity while employing clear standards of corporate governance;
- Comply with all relevant laws and regulations in relation to bribery, corruption and other prohibited practices; and
- Be accountable and transparent in their operations and provide an avenue for anyone to express concerns relating to any improper conduct without fear of reprisal.

Suppliers should also familiarise themselves with the NEXTDC Whistleblower Policy (available at [www.nextdc.com](http://www.nextdc.com)) which outlines what to do if they have any genuine concerns regarding improper conduct in their relationship and dealings with NEXTDC.

### 2.2. Workplace, Health and Safety

Suppliers are required to:

- Provide and maintain a safe and healthy working environment for all workers and visitors;
- Comply with all relevant laws and regulations in relation to work, health and safety; and
- Comply with reasonable directions from NEXTDC in relation to work, health and safety.

### 2.3. Social, Environmental and Economic Risk Management

Suppliers are required to:

- Proactively identify the actual and potential social, environmental and economic impacts of their decisions and activities, with the aim of avoiding and mitigating negative impacts;
- Comply with all relevant environmental laws and regulations;
- Have systems in place to manage environmental risks and monitor environmental performance; and
- Have business continuity plans in place that are maintained and tested regularly.



## 2.4. Employment Practices

Suppliers are required to:

- respect fundamental human rights and the dignity of people by ensuring equal opportunity, equality and diversity irrespective of race, ethnic or national origins, gender, sexuality, disability, marital status and religious belief; and
- comply with all relevant laws and regulations in relation to employment practices, including no child labour or the use of forced labour.

## 2.5. Information Security

Suppliers are required to:

- have appropriate information security policies and procedure in place to protect any NEXTDC information they may have access to; and
- adhere to and follow any policies or directions given to them by NEXTDC or its representatives to ensure NEXTDC's continual compliance to its own information security certification program.