



**SUPPLIER CODE OF CONDUCT**

The Municipal Group of Companies (the Company) requires its subcontractors and suppliers (Suppliers) to adhere to this Supplier Code of Conduct, and with all applicable laws and regulations applicable to the Supplier. Where there is a conflict between applicable laws and this Code of Conduct, the more stringent requirement shall apply.

**PURPOSE**

The purpose of this Code of Conduct is to ensure the Company's Suppliers observe minimum standards with respect to legal, ethical, human rights, and fair working conditions.

**CHILD LABOUR & FORCED LABOUR**

Suppliers shall comply with all applicable laws that prohibit (i) child labour or other exploitation of children, and (ii) forced labour and modern slavery in the performance of services or supply of goods.

**HUMAN RIGHTS**

In making hiring and employment decisions, Suppliers will not engage in discrimination on the basis of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered, or any other protected ground. Suppliers shall ensure a respectful workplace free from discrimination, harassment, and abuse, which complies with all applicable labour and employment legislation including minimum wages and hours of work.

**SAFETY**

Suppliers shall respect and comply with the rules, regulations and practices required by any applicable health and safety legislation relating to the construction industry or the Supplier's goods or services. For Suppliers providing goods or services to job sites, they shall familiarise themselves with the Company's safety policy and program, and will promptly comply with all safety instructions identified by the Company or other site authority. The Supplier will be responsible for enforcing safety requirements and standards for its own employees.

**BRIBERY & CORRUPTION**

The Company does not tolerate any form of bribery or corruption in its operations.

**ENVIRONMENT**

Suppliers shall comply with all applicable environmental laws and standards, minimizing environmental impact and implementing practices to reduce waste production, reduce emissions, conserve energy, and support biodiversity wherever possible.

**CONFIDENTIALITY**

Employees who make purchases for the Company may have access to confidential information that may affect a contract bid or the business award process, such as selection plans, ranking of bids, proposals, competitors involved and competitive range determinations. Confidential information related to quotes and bids from suppliers is not to be shared with any other supplier or third party.

**COMPLIANCE**

The Company expects its Suppliers to comply with this Supplier Code of Conduct, and encourages its Suppliers to exceed these minimum standards. If non-compliance with this Code of Conduct is discovered by the Company, this may be considered grounds for termination of contract or loss of opportunities for future procurement opportunities.