

Supplier Code of Conduct

CEM International is committed to conducting business ethically, responsibly, and sustainably. This Supplier Code of Conduct (the "Code") outlines the standards and expectations we have for our suppliers regarding legal compliance, ethical behavior, and social responsibility. By engaging in business with CEM International, suppliers agree to comply with the principles set forth in this Code and CEM International's policies.

Legal Compliance

Suppliers must operate in full compliance with all applicable laws, regulations, and standards in Australia.

Human Rights and Labour Practices

Suppliers must respect and uphold human rights, providing safe and fair working conditions for their employees. This includes:

Prohibition of Forced Labour and Human Trafficking: Suppliers shall not engage in or support the use of forced, bonded, or involuntary labour, including human trafficking.

Anti-Child Labour: Suppliers must not employ anyone under the legal working age and must comply with all relevant child labour laws.

Anti-Discrimination and Fair Treatment: Suppliers shall provide a workplace free of harassment and discrimination based on race, gender, age, religion, disability, sexual orientation, or any other protected characteristic.

Wages and Benefits: Suppliers must pay employees at least the minimum wage required by local law and provide all legally mandated benefits.

Working Hours: Suppliers must comply with local laws on working hours, overtime, and rest periods.

Health, Safety, and Environment

Suppliers must provide a safe and healthy working environment and comply with all relevant health, safety, and environmental laws and regulations. Key requirements include:

Workplace Safety: Suppliers must ensure that their employees work in safe conditions and are provided with necessary safety equipment and training.

Environmental Management: Suppliers must strive to minimise their environmental impact by managing waste, reducing emissions, conserving resources, and using environmentally friendly technologies and materials.

Business Integrity and Ethics

Suppliers must conduct their business with integrity and transparency, including:

Anti-Bribery and Corruption: Suppliers shall not engage in bribery, corruption, extortion, or embezzlement in any form.

Conflict of Interest: Suppliers must disclose any actual or potential conflict of interest in their dealings with CEM International.

Confidentiality: Suppliers must safeguard and protect the confidentiality of CEM International's information, including intellectual property and data privacy.

Supply Chain Management

Suppliers must ensure that their own supply chains also adhere to the standards outlined in this Code.

Consequences of Non-Compliance

Failure to comply with this Code may result in the termination of the business relationship, including cancellation of contracts and cessation of business dealings with CEM International.

Acknowledgment

By engaging in business with CEM International, suppliers acknowledge their commitment to adhering to this Supplier Code of Conduct.



Anthony Say
Executive Chairman
2 September, 2024