

Hortcraft Australia Supplier Code of Conduct

Definitions

- **Hortcraft** means AGRICL Pty Ltd (ACN 629 723 600) trading as Hortcraft Australia.
- **Supplier** means all companies, businesses or other entities that are involved in the supply of goods or services to Hortcraft.
- **Worker** means all employees, contractors and any other individual who is involved in the production of goods or performance of services for the Supplier.

Hortcraft's Expectation of Suppliers

Suppliers must meet Hortcraft's minimum ethical and environmental standards of conduct. Hortcraft expects Suppliers to achieve full compliance with this Code of Conduct. Hortcraft reserves the right to cease business with a Supplier that does not comply.

Ethical Standards

- **No Modern Slavery**

Hortcraft is opposed to modern slavery practices and expects Suppliers to comply with applicable human rights obligations and all local modern slavery laws and legislation in force in the Supplier's jurisdiction.

Suppliers must not endorse or engage in forced, bonded, or involuntary labour. Employment must be freely chosen and Workers must be able to leave their employment after giving reasonable notice. Suppliers must not require Workers to submit deposits or government-issued identity papers with their employer.

- **Labour Rights and Working Conditions**

Suppliers must not require Workers to work excessive working hours. Hortcraft expects that Suppliers keep strict and accurate records of Workers' working hours and make that information readily available upon request from Hortcraft.

Hortcraft is committed to providing a workplace free of discrimination, harassment and bullying. Suppliers must uphold and promote standards of conduct among its Workers.

Suppliers must not engage in physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse, or any other form of harsh or inhumane treatment towards its Workers.

Suppliers are expected to provide Workers with safe and hygienic working conditions. Hortcraft also expects that Suppliers take adequate steps to prevent and educate Workers on occupational and health hazards typical to their industry.

- **Living Wages**

Hortcraft supports and promotes the payment of a living wage.

Suppliers must meet or exceed the legal minimum wage applicable in the jurisdiction.

- **Diversity and Non-Discrimination**

Suppliers must actively promote diversity and inclusion among its workforce, and give equal opportunity to all Workers. There must be no discrimination in any workplace setting or scenario based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

- **Compliance with Immigration Laws**

Suppliers must comply with all relevant immigration and visa laws. Suppliers must only engage Workers who meet the requisite visa requirements of its jurisdiction.

- **Anti-Bribery and Corruption**

Hortcraft does not tolerate dishonest, corrupt, fraudulent or illegal behaviour.

Suppliers must demonstrate a high degree of business integrity and ethics. Suppliers must not engage in dishonest dealings with Workers or any other party, including but not limited to making or accepting bribes, being fraudulent, engaging in money laundering or any similar activities.

Environmental Standards

- **Sustainability**

Hortcraft expects Suppliers to comply with applicable environmental laws and regulations.

Suppliers must actively minimise waste and emissions. Suppliers must adopt and implement a waste management system, and ensure that any waste that is produced in the course of business is managed and disposed of appropriately.

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