

Zenitas Healthcare

Supplier Code of Practice

Overview

This Supplier Code of Practice details Zenitas Healthcare’s approach to Corporate Social Responsibility and the standards expected of our suppliers, and their supply chains, when providing goods and services to or on behalf of Zenitas.

Supplier Code of Practice

Zenitas Healthcare is committed to maintaining a responsible and sustainable supply chain through actively managing environmental, social and governance risks with suppliers.

The standards expected of our suppliers are aligned to Zenitas’ Code of Conduct and aim to ensure our supply chain is cost effective, risk aware, sustainable, responsible and ethical.

Corporate Social Responsibility

Our Corporate Social Responsibility Framework assists us to achieve our purpose to enable people to live healthier, happier, more independent lives.

Through our Corporate Social Responsibility Framework, we will actively manage the environmental and social risks and opportunities.

Our Corporate Social Responsibility Commitments follow:

<i>We make a positive and sustainable impact on the lives of our customers, people and on the environment in which we operate</i>				
Our Customers	Our People	Our Community	Our Environment	Our Suppliers
<p>We’re putting the voice of the customer at the centre of our decision making, and providing high quality care and support.</p>	<p>We’re creating a values driven and inclusive workplace for all.</p>	<p>We’re making a difference through workplace giving and supporting community enterprises to help create stronger and more inclusive communities.</p>	<p>We’re caring for our planet by adopting a sustainable approach to managing our business.</p>	<p>We’re taking a responsible approach to risk management, governance and reporting to create strong and safe supply chains.</p>

Corporate Governance

Zenitas is committed to high quality corporate governance which is essential for sustaining performance and creating value. We maintain a robust governance approach and promoting a culture that values responsible, ethical behaviour and integrity. We expect our suppliers to share these values.

Zenitas’ Code of Conduct, Privacy and Protected Disclosure Policy apply to our suppliers and are available on our website.

Our suppliers are expected to:

- Comply with all local and national laws and regulations including bribery, corruption, money laundering and prohibited business practices.
- Comply with Australian sanction laws, UN Security Council sanction regimes and any local or regional sanctions and preclude from the supply chain any goods or services sources from sanctioned persons, countries or organisations.
- Comply with Zenitas' Code of Conduct.
- Comply with Zenitas' Protected Disclosure Policy.
- Comply with Zenitas' Privacy Policy.
- Conduct business in an ethical, fair and professional manner which includes not offering or receiving gifts or entertainment or sponsored travel that could affect, or be perceived to affect, the outcome of business transactions, or are not otherwise reasonable and justified.
- Be able to measure, manage and report on social, environmental and governance performance.
- Adhere to acceptable business practices with their own suppliers, including providing for timely payment and reasonable contractual conditions, and avoid all unfair business practices.

Modern Slavery

Zenitas Healthcare recognises the importance of combating slavery and human trafficking, as crimes that affect communities and individuals across the globe and is committed to taking action to prevent these crimes.

Our suppliers are expected to:

- Comply with human rights and fair employment practices in accordance with the International Bill of Human Rights.
- Comply with all relevant local and national laws and regulations in relation to employment practices, health and safety, human rights, discrimination, harassment and bullying.
- Provide a safe workplace for all employees.
- Provide fair working conditions for their employees, including acceptable maximum working hours, adequate rest periods, and sufficient leave.
- Pay their workers minimum or living wages, including equal pay for equal work, and consider acceptable living conditions.
- Support the right to freedom of association and collective bargaining and avoids corporal punishment or unfair disciplinary practices.

- Promote diversity, inclusion and equity in the workplace where race, religion, age, sexual orientation, gender, pregnancy, maternity, and/or disability are no impediment to recruitment and/or ongoing employment.
- Ensure that no forced labour, child labour or involuntary labour is used.
- Comply with any due diligence, remediation and reporting requirements that result from the Australian Modern Slavery Act.

Workplace Safety

Zenitas is committed to a workplace free from preventable injury and aims to create a safe environment for all people who work with us.

Our suppliers are expected to:

- Be compliant with all relevant national and local safety legislation, including but not limited to workplace and operational health and safety, including health and safety management and reporting.
- Have a written health and safety policy or equivalent document and ensure that employees are trained to comply with that policy.
- Have a system to record, monitor and manage health and safety risks and incidents, that is aligned to the organisation's risk profile as well as applicable laws and standards.

Inclusion and Diversity

Zenitas promotes and celebrates our differences, valuing and respecting the diversity of thought, lifestyle, experience and background that makes us who we are.

Zenitas will proactively identify opportunities in our supply chain to meet commitments under our Reconciliation Action Plan and Greenhouse Gas Action Plan.

We encourage a diverse range of suppliers which may include but is not limited to:

- Indigenous owned businesses and those who employ Indigenous people.
- Disability enterprises and/or organisations that mandate disability representation on their board and leadership teams.
- Businesses that achieve gender balance and gender pay equity including in senior leadership and Board positions.
- Businesses that achieve employee, leadership and ownership diversity in culture, age and ability.
- Locally owned small businesses.

Our aim is to integrate diverse suppliers into our supply chain. Zenitas seeks to engage suppliers who proactively ensure a diverse range of suppliers within their supply chain.

For more information

To access our protected disclosure policy and Modern Slavery Statement visit:

<https://www.zenitas.com.au/about-us/corporate-governance/>

The Zenitas Privacy Policy can be accessed here:

<https://www.zenitas.com.au/privacy-policy/>

For more information contact: comms@zenitas.com.au