

# Supplier Code of Conduct

## Company Values and Guiding Principles

Incitec Pivot Limited is committed to conducting business in a manner consistent with our values and in compliance with all applicable laws, regulations and internationally recognised standards. Incitec Pivot Limited has embedded the principles outlined in this Code of Conduct as part of its sourcing and procurement processes, and seeks to engage with suppliers and contractors who demonstrate similar values and adhere to the minimum requirements outlined in this Code of Conduct.



## Safety – Zero Harm for Everyone Everywhere

At Incitec Pivot Limited our number one priority is Zero Harm for Everyone Everywhere. We make this commitment to our employees, contractors, customers, shareholders and the community as we work towards Zero Harm for Everyone Everywhere.

We expect that suppliers to, and contractors of, Incitec Pivot Limited will:

- Provide a safe and healthy working environment for their employees, contractors, customers and visitors, and promote safe behaviours.
- Establish and maintain health and safety management standards and systems in compliance with applicable laws, industry standards and regulatory requirements.
- Identify and assess hazards to health and safety and have procedures and policies in place to address them as part of a total risk management process.
- Comply with all Incitec Pivot Limited site specific safety requirements.
- Carry out work in a way that does not adversely impact Incitec Pivot Limited's licence to operate its business.

## Labour, human rights & diversity – Value People

Incitec Pivot Limited supports responsible labour practices that contribute to the development of a fair and inclusive workplace, consistent with international standards, and through the establishment and nurturing of a culture that appreciates diversity in all forms.

We expect that suppliers to Incitec Pivot Limited will:

- Respect the human rights of their employees and treat them with dignity and respect.
- Ensure work is chosen freely without the use of slavery, servitude or child, forced, bonded or compulsory labour and comply with applicable international and local laws, standards and regulations relating to employment.
- Ensure that workers have access to their personal documents and are free to cease providing labour or services, leave work or terminate their employment with reasonable notice.
- Provide fair remuneration and working conditions for employees and comply with applicable laws and international standards relating to minimum wage, working hours and mandated benefits.
- Promote and maintain an inclusive workplace that supports equal opportunities and is free from harassment, bullying and unfair discrimination.
- Provide employees with the appropriate level of training to perform their role and to comply with applicable laws and regulations and this Code of Conduct.
- Ensure compliance with local laws in collective bargaining and respect employee rights to collective bargaining.
- Ensure compliance with local laws to freedom of association and respect employee rights to freedom of association.

## Community and Environment – Care for the Community & Our Environment

Incitec Pivot Limited understands that long term and meaningful relationships with the community are fundamental to maintaining our social licence to operate, particularly in the area of maintaining community safety. We also believe we have a responsibility to make a positive social and economic contribution to our local communities.

We expect that suppliers to Incitec Pivot Limited will:

- Conduct operations in compliance with all relevant environmental licences and regulations.
- Promote the efficient use of resources and energy.
- Strive to minimise their impact on the environment.
- Strive to be a valued corporate citizen in the communities in which they operate.
- Respect our neighbours, their values and cultural heritage and be considerate to them in carrying out their operations.

## Corporate Governance and Ethics

Incitec Pivot Limited is committed to achieving and demonstrating the highest standards of corporate governance and ethical behaviour.

We expect that suppliers to Incitec Pivot Limited will:

- Conduct business in an ethical and responsible manner.
- Comply with all applicable laws and regulations on bribery, improper payments, fraud, corruption and prohibited business practices.
- Declare any known conflicts of interest that may arise in conducting business with Incitec Pivot Limited.

## Values Behaviours

### Zero Harm for Everyone Everywhere

- Promote safe behaviours > Think safe > Act safe > Be safe
- Train and follow safety systems and procedures
- Identify and control hazards
- Look after ourselves and each other

### Think Customer. Everyone. Every day.

- Listen, understand and exceed customer expectations
- Build enduring and mutually beneficial customer relationships at all organisation levels
- Deliver safe, reliable products and services on time and complete
- Be the easiest company to do business with

### Treat the Business as our Own

- Achieve the best financial outcomes through controlling costs, minimising waste and protecting our assets
- Develop positive customer and supplier relationships that benefit and grow the business
- Be accountable and act with honesty and integrity
- Invest in initiatives that secure our future

### Value People – Respect, Recognise & Reward

- Respect each other and work as a team
- Communicate in an open and honest manner
- Invest in the development of people through training and mentoring
- Recognise and reward in line with performance
- Work together to achieve a work-life balance

### Care for the Community & our Environment

- Listen to and work with the community
- Treat water as a precious resource
- Minimise environmental impacts and leave NO legacies

### Challenge & Improve the Status Quo

- Be proactive in seeking continuous improvement of ideas
- Embrace change and pursue innovative solutions

### Deliver on our Promises

- Do what we say we're going to do
- Take ownership
- Find creative ways to deliver
- Clearly communicate

## Whistle blower hotline

Incitec Pivot Limited is committed to a culture of compliance, ethical behaviour and good corporate governance. We encourage employees, contractors, suppliers and other stakeholders to raise any improper, illegal or unethical behaviour or activity concerns, which they genuinely believe to be in contravention of Incitec Pivot Limited's Codes of Conduct, policies or the law. Concerns can be raised with their Incitec Pivot Limited contact.

Where a person wishes to remain anonymous they can contact the IPL Whistleblower Hotline (operated by a third party) and the matter will be referred to the Whistleblower Protection Officer.

### Phone

Country	Direct Access	Global Inbound Services	International Toll-Free Services
Australia	N/A	1800 743 483	1800 452 415
Canada	866 908 7235, or 866 251 0211	N/A	
Chile (Telmex)	800 225 288	At the English prompt, dial 866 251 0211	
Chile (Telefonica)	800 800 288		
Chile (ENTEL)	800 360 311		
Chile (ENTEL – Spanish Operator)	800 800 312		
Chile (Easter Island)	800 800 311		
Chile (Easter Island – Spanish Operator)	800 800 312		
Hong Kong	N/A		800 960 199
Indonesia	N/A		001 803 1 002 2573
Mexico	001 844 485 3113		
Papua New Guinea	N/A	00 086 1198	N/A
Turkey	From an outside line, dial the direct access number: 0811 288 0001. At the English prompt, dial 866 251 0211		
United States	866 908 7235, or 866 251 0211	N/A	

Email: [tnwclaims@tnwinc.com](mailto:tnwclaims@tnwinc.com)

Mail: Group General Counsel  
Incitec Pivot Limited  
GPO Box 1322  
Melbourne, VIC  
Australia, 3001

**Incitec Pivot Limited**



INNOVATION ON THE GROUND