



Delivering your strategy.

GAC Supplier

Code of Conduct

January 2025





Scope

GAC is committed to upholding the highest standards of ethics and integrity throughout its business activities and relationships.

GAC's Code of Ethics reflects our corporate governance framework and the ethical standards to which GAC, its management and employees are committed.

Our suppliers play an integral role in the way we conduct our business.

We expect our suppliers to observe similar behaviours and standards, undertaking their business lawfully and in accordance with the requirements set out in this Code of Conduct.

Business Integrity

Adopt the highest standard of ethical behaviour

GAC's suppliers **will**:

- Procure goods and services from suppliers from which a similar degree of governance and ethical behaviour is demanded as that envisaged by this Code of Conduct;
- Adhere to applicable anti-bribery and anti-corruption laws;
- Not engage in or tolerate fraud, extortion, bribery and any other form of corruption;
- Adhere to all applicable anti-competition laws and all foreign trade control laws (sanctions);
- Safeguard all confidential information provided by GAC and comply with all relevant data privacy and information security laws and regulations.

Health, Safety, Security and Environment

Provide a healthy, safe and secure work environment for all employees

GAC's suppliers **will**:

- Maintain an effective programme of management and reporting of health, safety, security and environmental issues;
- Operate their facilities in a manner that promotes the health, safety and security of their employees, suppliers, customers and the general public;
- Ensure that all employees receive adequate health and safety training, working in a manner that promotes a positive safety culture;
- Actively seek methods to minimize the impact of their actions on the environment;
- Ensure all required permits, approval and registrations are obtained in compliance with all local and national laws.

Sustainability

Make real, positive change in ourselves, while influencing and supporting change in others, in line with the UN Sustainable Development Goals (SDGs) in three main areas: economic, environmental, and social

GAC's suppliers **will**:

- Comply with the GAC Sustainability policy, customers' requirements, all relevant legislation, and other standards & regulations;
- Aim to structurally improve conditions for their workers and promote a cleaner environment for their wider host communities;
- Assess their organisation's impact on living and non-living natural systems, including land, air and water ecosystems;
- Minimise CO2 emissions and repair any damage;
- Replenish resources that they consume during their daily business operations in the markets they serve;
- Reduce waste by minimising consumption, reusing and recycling and use refurbished, recycled and recyclable equipment, products and materials;
- Ensure that purchased goods derived from natural sources do not have an adverse effect on the environment and comply with international trading rules, whenever applicable;
- Engage and cooperate with all employees, customers, suppliers / subcontractors / agents, third-party representatives and other important stakeholders in efforts towards sustainability.

Employment

Treat all employees fairly with dignity and respect

GAC's suppliers **will**:

- Maintain a work environment in which all employees are treated equally and which precludes any form of discrimination, harassment, exploitation or abuse;
- Adhere to all applicable national laws, regulations and international standards governing employment and labour practices;
- Not directly or indirectly employ workers below the local applicable minimum legal age or use forced labour in any form;
- Follow all applicable labour laws and regulations regarding working hours and overtime to ensure that employees are treated fairly and at least at a level where their basic needs are met.



Human Rights

Respect the diverse cultures, traditions, laws and regulations of the countries within which we conduct business

GAC's suppliers **will**:

- Conduct their activities in a manner that respects human rights as set out in the United Nations Universal Declaration of Human rights;
- Not engage in any form of conduct which is in breach of internationally declared human rights;
- Not engage in any form of slavery, servitude, forced and compulsory labour and human trafficking;
- Adhere to all applicable laws, regulations and international standards to ensure the protection of human rights.

Application, Compliance and Non-observance

GAC has the right to assess compliance with the Code of Conduct by requesting documentation evidencing such compliance and/or physically auditing a supplier's facility.

In the event of a breach by any supplier of the principles as set out above, GAC reserves the right to terminate its business relationship with the supplier.