

Saul SMSF CoRe Procurement Supplier Standards

1. Our suppliers must satisfy and comply with all applicable laws and human rights and fair labour standards, including those based on:

- United Nations Universal Declaration of Human Rights,
- United Nations Convention on the Rights of the child,
- United Nations Convention on the Elimination of All Forms of Discrimination against Women,
- International Labour Organisation (ILO) Conventions.

2. Saul SMSF expects its suppliers to comply with all applicable local laws as their first obligation.

3. Saul SMSF suppliers must respect their workers' rights to freedom of association and collective bargaining.

4. Saul SMSF suppliers must not tolerate any form of discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, social background, ethnic and national origin, disability, nationality, membership of workers' organisations, political affiliation, sexual orientation, gender identity, intersex or any other personal characteristics.

5. As a minimum, Saul SMSF suppliers shall comply with the wages mandated by the government's minimum wage legislation, awards, or approved collective workplace or enterprise agreements, whichever is higher.

6. Saul SMSF suppliers are expected to comply with their obligations under occupational, work, health and safety laws.

7. Saul SMSF suppliers are expected to provide workers with understandable information about their rights, responsibilities, and employment conditions.

8. Saul SMSF expects its suppliers to have no tolerance of child labour as defined by ILO and United Nations Conventions and/or by national law. Saul SMSF expects its suppliers to adhere to those standards or laws that are most stringent.

9. Saul SMSF expects its suppliers to ensure that young people do not work at night in breach of the ILO conventions and that they are protected against conditions of work that are prejudicial to their health, safety, morals, and development.

10. Saul SMSF expects its suppliers to have no tolerance of any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour (modern slavery).

11. Saul SMSF expects its suppliers to have procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment must meet or exceed legal requirements.

12. Saul SMSF expects its suppliers to act with due diligence and develop the necessary management systems, policies and processes to a reasonable extent to satisfy these supplier standards.

13. Saul SMSF does not tolerate any act of corruption, extortion, embezzlement, or bribery, including, but not limited to, the promising, offering, giving or accepting of any improper monetary or other incentive.

14. Saul SMSF expects our suppliers to have a commitment to creating a diverse and inclusive workplace that is safe and respectful.

These Saul SMSF supplier standards reflect our minimum requirements; which suppliers should strive to exceed wherever possible. Saul SMSF expects all its suppliers to adhere to these supplier standards.

Where local laws and regulations conflict or set a different standard to the international standards, suppliers and business partners shall abide by the principles that provide the highest protection.