

## Code

# Supplier Code of Conduct

### 1. Introduction

We are committed to sustainable business practices across our operations and supply chain. TechnologyOne recognises that our supplier engagements support our efforts to be a responsible business, and to manage environmental, social and governance (ESG) issues.

TechnologyOne's Supplier Code of Conduct guides our purchasing decisions and promotes sustainable outcomes for our suppliers, customers and other key stakeholders. Our approach embeds important risk management principles to ensure that our supply arrangements mitigate ESG risks, including for salient issues such as modern slavery and human rights violations, unethical practices and climate-change.

This intent of this Code is to clearly articulate the business practises we expect our suppliers to adhere to in doing business with us. We recognise that some suppliers may need support to achieve our Code expectations, where we may continue to work alongside these suppliers and collaborate to improve their ability to meet these requirements.

The Code applies to all suppliers that provide products and/or services to Technology One Limited (ABN 84 010 487 180) and its controlled entities.

### 2. Our principles and expectations

#### Responsible business

##### Principles

For TechnologyOne, being a responsible business is about behaving ethically and demonstrating a robust approach to corporate governance

##### Expectations

Suppliers must:

- comply with all applicable local, national and international laws and regulations, including in relation to bribery and corruption, modern slavery and ethical conduct
- act ethically and transparently in their dealings and have a policy or statement which commits employees to ethical conduct, standards and behaviours
- have systems in place to measure, manage and mitigate material sustainability impacts and risks
- have appropriately documented and tested business continuity plans in place in the event of a crisis.

#### Human rights and labour conditions

##### Principle

We seek to improve human rights impacts through our broader value chain, and not just where we have operational control

##### Expectations

Suppliers must:

- be aware of and respect all internationally recognised human rights through their operations and supply relationships

## Human rights and labour conditions

- ensure all employees are legally entitled to work, are provided with legally required wages and entitlements, fair working conditions, and rights to freedom of association and collective bargaining
- ensure all employees are provided with safe working conditions through proactive management and controls that minimise health and safety risks
- ensure all employees are treated fairly, irrespective of gender, gender identity, age, ethnicity, cultural background, disability, socio-economic background and perspective or experience
- have policies and/or processes in place to identify, mitigate and address any form of modern slavery within their operations and supply chain.

## Environmental management and climate risk

### Principle

We are committed to maintaining our carbon-neutral status, and reducing the carbon footprint in our supply arrangements to support global efforts to limit climate change in line with the Paris Agreement

### Expectations

Suppliers must:

- comply with all applicable local and national laws and regulations on environmental management and reporting
- have policies and/or processes in place to assess and manage environmental impacts across their operations and supply chain, and take responsibility for minimising negative material environmental impacts associated with their operations, including for greenhouse gas emissions, air quality, energy efficiency, water and wastewater, waste and hazardous materials, biodiversity impacts, lifecycle impacts of products and services, and packaging.

### 3. Assessment and reviews

TechnologyOne may undertake screening, due diligence and assessments of its suppliers to determine levels of ESG risk and performance. This includes suppliers completing a Supplier ESG Assessment, which provides us with information required for governance, monitoring and reporting obligations throughout the lifecycle of the relationship. If you provide products or services to TechnologyOne that may require us to share or provide access to personal or confidential information, you may be asked to undertake a range of assessments.

Suppliers are expected to comply with TechnologyOne's screening and due diligence processes and respond with transparency and honesty. Suppliers must promptly notify TechnologyOne of any actual or suspected instances of non-compliance with this Code within their operations or supply chain.

### 4. Speaking up

TechnologyOne is committed to maintaining a high standard of integrity and accountability. We encourage our suppliers and contractors to raise concerns where there is suspected wrongdoing concerning an engagement with TechnologyOne. Our Independent Whistleblower Service can be accessed via <https://technologyonecorp.stopinereport.com> or by calling 1300 30 45 50 (within Australia) or +613 9882 4550 (from overseas).