

Uniti Group Limited Supplier Code of Conduct

13 August 2021

Uniti Group Limited. ABN 73 158 957 889



Supplier Code of Conduct

Uniti is committed to ethical, sustainable and socially responsible procurement and we expect the same of all participants in our supply chains. Our suppliers are critical to achieving the goals of Uniti and its customers and in turn, we are committed to supporting their development in order to create more sustainable solutions for our industry.

Our Supplier Code of Conduct outlines the minimum standards of conduct expected of our suppliers in the areas of human rights and labour practices, environmental management, professional conduct and corporate governance.

Suppliers are expected to review this Code and ensure that relevant areas of their business and supply chain meet the requirements outlined in this document.

Human Rights and Labour Practices

Suppliers are expected to provide a fair, safe and healthy workplace, which upholds high standards of human rights and integrates appropriate safety, human rights and labour policies and practices into their business.

Suppliers are expected to:

- comply with all applicable laws relating to workplace health and safety;
- manage occupational health and safety hazards;
- promptly report any work health and safety incidents occurring on Uniti worksites or premises;
- maintain a workplace which is free from bullying, harassment, discrimination and victimisation;
- observe all laws and regulations with respect to wages, working hours, overtime, maximum hours and workers compensation insurance;
- pay all workers their legally mandated minimum wages, benefits, superannuation and leave entitlements; and
- allow workers to freely associate with others, form and join industrial organisations of their choice and engage in any lawful industrial activity without discrimination or retaliation.

Uniti will not tolerate any form of slavery, forced labour, debt bondage, child labour and human trafficking within its supply chain, including all international elements of the chain.

Suppliers must:

- not use any form of forced, bonded or indentured labour;
- only employ workers who are of a legal age;
- ensure that all work is undertaken without coercion;
- ensure that recruitment agencies, if used, are compliant with the provisions of this Code and applicable law; and
- support Uniti in any other way reasonably required to meet its obligations under the Australian Modern Slavery Act 2018 (Cth).

Environmental management

Suppliers are expected to minimise the environmental impact of their operations and maintain environmentally responsible policies and/or practices.

Suppliers must comply with all applicable laws and regulations relating to the environment including:

- ensuring the safe storage, transportation and disposal of hazardous substances including hazardous waste;
- promoting the efficient use of energy, water and natural resource consumption in its operations; and
- where possible, implementing solutions that reduce the risk of pollution, loss of biodiversity, deforestation, damage to ecosystems and greenhouse gas emissions.

Professional conduct

Uniti expects high standards of professional conduct and compliance with all applicable laws.

Suppliers are expected to:

- maintain appropriate standards of behaviour, conduct and ethics in their dealings with Uniti;
- comply with all applicable anti-bribery, anti-corruption and anti-money laundering laws;
- not engage in, either directly or indirectly, fraudulent, corrupt or collusive activities;
- conduct themselves in a manner that is fair, professional and will not bring Uniti into disrepute; and
- be ethical in their business activities, including relationships, practices, and operations.

Suppliers must not improperly use any private, confidential or commercially sensitive information in its possession relating to or in connection with its dealings with Uniti and will have appropriate cyber security policies and processes in place to protect Uniti's confidential information. Suppliers will not publicly comment about their relationship with Uniti without prior consent.

Suppliers must declare to Uniti any situation that raises an actual, potential or perceived conflict of interest related to or in connection with its dealings with Uniti and avoid financial, business or other relationships which may compromise the performance of their duties under their business arrangement with Uniti.

Suppliers should not attempt to bias a decision or gain business or commercial benefit for themselves or Uniti by promising, giving, requesting or agreeing to receive or accept bribes or payments of any kind.

Raising a Concern

If a supplier becomes aware of a circumstance or action that has, will, or may contravene this Code, a report should be submitted in accordance with Uniti's Whistleblower Policy located at <https://unitigrouplimited.com/governance/policies>.

In this Supplier Code of Conduct: the term "Uniti" refers to Uniti Group Limited and all of its subsidiaries, and the term "supplier" refers to Uniti's suppliers, subcontractors, vendors and other goods and services providers, as well as their employees and third-party contractors