

Supplier Code of Conduct

Boral recognises that purchasing and supply decisions can have a social, economic and environmental impact. Accordingly, one of the key elements of Boral's Sustainable Procurement Policy is to ensure that all existing and potential suppliers are aware of and comply with the principles and standards set out in this Supplier Code of Conduct.

Suppliers must comply with local and national laws and regulations and Boral expects suppliers to adhere to the following standards:

Health & Safety

All suppliers are to provide a safe and healthy environment for their workforce and must comply with applicable laws and regulations and meet any Boral pre-qualification requirements.

Modern Slavery

Suppliers shall not use any forced labour and must provide freedom of movement and ensure participation in any work is optional. Full compliance with the applicable Modern Slavery legislation is expected.

Child Labour

The minimum age of work should not be less than 15 years or higher depending upon local country regulations. No child or minor will work in any condition hazardous or harmful to their health, safety or morals.

Ethical Standards

Suppliers must not be associated with any organised crime, terrorism, corruption, bribery or fraud.

Sustainability Reporting

Suppliers shall supply to Boral, if requested, all reasonable data necessary for Boral to meet its sustainability objectives and commitments, which may include (but not be limited to) health & safety performance, gender diversity, environmental performance, and greenhouse emissions and energy consumption relating to supplied services and products.

Employee Compensation

Suppliers shall pay employees at least the minimum wage and all legally mandated benefits required by local law.

Non-Discrimination

Suppliers shall not subject any employee to discrimination in employment on the basis of gender, marital status, race, religion, age, disability, sexual orientation, nationality, and political opinion, social or ethnic origin.

Management of Environmental Impacts

Suppliers must manage, and be able to demonstrate their management of, their environmental impacts with respect to energy and emissions, water, waste, hazardous materials, air emission and chemicals.

Environmental Regulatory Compliance

Suppliers must meet all applicable laws and regulations whether local or national. All their activity must be covered by relevant environmental permits and licences.

Non-retaliation

Suppliers must respect and recognise that none of its workers will be disadvantaged for exercising their basic human rights, submitting grievances or reporting legal violations in the workplace.

Harassment & Abuse

No employees of any supplier will be subjected to any form of physical, sexual or psychological abuse, verbal harassment, bullying or intimidation.

Boral reserves the right to monitor suppliers by either direct or third party audit to ascertain compliance with our Supplier Code of Conduct. Where an existing supplier does not comply, Boral will seek to work with the supplier to develop an appropriate action plan for improvement, or potentially terminate any supply agreements where no resolution can be reached.