

RGF Staffing ANZ Supplier Code of Conduct

Version 2.0 March 2025



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Introduction

We are strongly committed to protecting and respecting the human rights of our people and ensuring a workplace where they are treated with fairness, integrity, respect for the law and respect for the world around us.

Our commitment to social responsibility and sustainability extends beyond our facilities, we promote responsible practices and take accountability for our impact. This document establishes a common understanding of commitment and responsibilities applicable to all suppliers forming part of our value chain and success of operations. By suppliers in this document, we mean: suppliers, vendors, services providers, third party intermediaries, partner companies, agents, consultants, distributors, etc., who provide goods or services to RGF Staffing or one of their subsidiaries and affiliated companies.

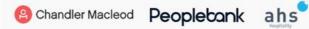
We aim to operate with all suppliers based on a relationship of respect, trust, and transparency. We expect our suppliers to implement measures that demonstrate the highest standards of business conduct and integrity as expressed in this Supplier Code of Conduct, not only in regard to their dealings with RGF Staffing, but also the supplier's relations with its own employees and subcontractors or any other related third parties of supplier's entities and organizations.

For the purposes of this Code, "RGF Staffing" means RGF Staffing ANZ Pty Ltd and includes Chandler Macleod Group, Peoplebank Australia, Leaders IT, Aurion Corporation, Vivir Healthcare, OCG Consulting and AHS Hospitality.

RGF Staffing suppliers conditions

RGF Staffing suppliers shall,

- 1. Guarantee as a minimum: compliance with local, national and international laws, including (but not limited to) all relevant environmental, health and safety, and labor laws.
- 2. Respect human rights and dignity of all individuals (as per International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles (UNGP) on Business and Human Rights) with whom they are dealing and in particular implement policies and procedures aimed at:
 - Elimination of forced labor, human trafficking, and child labor: no forced, bonded, or compulsory labor, employees must be free to leave their employment after contractual agreed notice. Employees must not be required to lodge deposits, money, or papers with their employer. No one should be employed who is below the local legal minimum age for employment.
 - The respect of workers' freedom of association and right to collective bargaining in accordance with the relevant laws and regulations of each respective country.















- Elimination of discrimination in the workplace: No discrimination due to gender or gender identity, age, disability, race, color, religion, ethnic, national origin, cultural background, sexual orientation, marital status, type of employment or any other protected status in the iurisdiction where operations are undertaken. All employees must be treated with respect and dignity. Physical or verbal abuse or other harassment and any threats or other forms of intimidation are prohibited.
- Safe and healthy working conditions: This includes making sure that adequate facilities, training and access to safety information are provided. All applicable policies, procedures and guidelines must be adhered to.
- Fair and competitive compensation and benefits. Wages and working hours must meet at least the standards set by relevant employment laws, rules, and regulations, including requirements for minimum wage, overtime, and maximum hours in the respective jurisdiction.
- Artificial Intelligence (AI) Human rights: Ensure a firm commitment to upholding Human rights in all operations involving AI, with established ethical principles guiding these processes. We expect all our suppliers to utilize AI in a safe and positive way that puts individuals and societies at the forefront, according to the relevant laws
- 3. Promote continuous improvement within activities and services on the environment, for example through systematic assessment performance and by defining and achieving ambitious objectives locally and worldwide.
- 4. Ensure the privacy and protection of RGF Staffing personal information and data. Suppliers are expected to implement appropriate technical and organizational controls to protect our data from unauthorized processing, modification, access, or loss.
- 5. Refrain from seeking or giving any form of improper advantage, including offering, or receiving bribes to ours or their own employees and subcontractors or any other related third parties of supplier's entities and organizations. Suppliers should ensure fair competition, prevent conflicts of interest, and implement effective fraud prevention mechanisms, abstain from doing business or associate with organized crime, crime syndicates, or other anti-social organizations that promote illegal activity.
- 6. Disclose to RGF Staffing any situation that may appear as a material conflict of interest if they become aware of any potential concern or violation with regards to the above outlined requirements. Reporting of material conflicts of interest with this Supplier Code of Conduct can be made via email by our Compliance and Risk department (risk@rgfstaffing.com.au).

If a supplier does not follow the conditions in this Supplier Code of Conduct, the supplier and RGF Staffing will discuss how to meet the requirements. Non-compliance or insufficient progress regarding the requirements of this Supplier Code of Conduct, will have significant implications on the arrangement with the Supplier, including RGF Staffing exercising any termination rights to existing agreements.















Signature

Supplier Confirmation form

I hereby acknowledge, on behalf of my company, its subsidiaries, and affiliated companies, the receipt of the RGF Staffing Supplier Code of Conduct.

We confirm our compliance with local, national, and international laws, respect for the rights and dignity of all individuals, and adherence to the principles outlined in this 'RGF Staffing Supplier Code of Conduct'- document.

We will inform RGF Staffing promptly if any of the practices in the RGF Staffing Supplier Code of Conduct raise concerns and we agree to collaborate towards achieving an acceptable performance level. We understand and accept that non-compliance or insufficient progress may result in RGF Staffing ending the business relationship in accordance with the termination of breach clause in the agreement conducted between RGF Staffing (or one of their subsidiaries and affiliated companies) and our company as supplier.

Organization name	:
Geographic location(s) covered (Global, regions of countries):	
Name of person signing	:
Title	:
Date	:
Signature	:













Document Management

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