



AWS Supplier Code of Conduct

Architectural Window Systems Pty Ltd (AWS) is dedicated to fostering ethical, sustainable, and socially responsible procurement. This Supplier Code of Conduct (“Code”) outlines AWS’s minimum expectations and non-negotiable standards for suppliers. AWS suppliers are essential partners in our supply chain, and we expect them to meet the highest standards of integrity, regulatory compliance, and ethical conduct in every area of their operations. Suppliers are advised to review this Code carefully and ensure their business practices align with AWS’s standards in the areas of human rights, labour practices, environmental stewardship, and professional conduct.

Scope and Application

This Code applies to all individuals or entities (“Suppliers”) providing goods or services to AWS. AWS expects full compliance with this Code, which sets forth the foundational requirements for suppliers and their extended supply chains. Suppliers must abide by all applicable laws, regulations, and contractual obligations relevant to their operations. Additionally, suppliers should address any higher standards specified in individual contracts or purchase orders from AWS.

Our expectations

AWS expects Suppliers to adhere to the following standards:

1. Integrity and Legal Compliance

AWS conducts business in a lawful, ethical, and transparent manner and expects the same commitment from its suppliers. Suppliers must:

- **Comply with All Laws and Regulations:** Suppliers must operate in full compliance with applicable local, national, and international laws.
- **Anti-Corruption and Fair Competition:** Suppliers must strictly prohibit bribery, corruption, or any form of unethical influence. Suppliers should not engage in unfair competition practices, including price-fixing or bid-rigging.
- **Transparency in Business Records:** Suppliers must maintain accurate and transparent records, ensuring that all transactions reflect genuine and lawful business activity.
- **Confidentiality and Data Protection:** Suppliers must safeguard AWS’s intellectual property, confidential information, and personal data. Data should be protected in compliance with all applicable privacy and data protection laws.

2. Human Rights and Labor Standards

AWS is committed to respecting human rights and fostering fair labour practices throughout its supply chain. Suppliers must:



- **Prohibit Forced Labour and Child Labour:** Suppliers must not engage in or support any form of forced, bonded, or child labour. Suppliers should uphold the minimum age requirements stipulated by applicable labour laws and international conventions.
- **Ensure Fair Treatment and Non-Discrimination:** Suppliers must promote equality and prevent discrimination. All employees should be treated with dignity and respect, regardless of race, ethnicity, gender, age, religion, disability, sexual orientation, or other personal attributes.
- **Uphold Safe and Respectful Workplaces:** Suppliers are responsible for maintaining workplaces free from harassment, abuse, and any form of exploitation.
- **Support Freedom of Association:** Suppliers must respect employees' rights to freedom of association and collective bargaining, as legally permissible.

3. Health, Safety, and Environmental Responsibility

AWS values safety and environmental stewardship, and we expect our suppliers to uphold these principles by:

- **Complying with Health and Safety Standards:** Suppliers must provide a safe and healthy work environment, in alignment with AWS policies and all applicable regulations.
- **Proactive Environmental Stewardship:** Suppliers are expected to minimize environmental impacts, promote sustainability, and address climate resilience. Documented policies should guide practices around waste management, energy efficiency, and environmental impact mitigation.
- **Continuous Improvement:** Suppliers should strive for ongoing improvement in safety, health, and environmental practices and take preventive measures to protect employees and surrounding communities.

4. Sustainability

As AWS works towards ambitious environmental and social governance goals, we encourage our suppliers to actively contribute to sustainability initiatives by:

- **Supporting AWS's Sustainability Goals:** Suppliers should align their practices with AWS's sustainability objectives, including metrics and reporting mechanisms on environmental impact, waste reduction, and energy usage.
- **Minimising Resource Use and Waste:** Suppliers should actively engage in reducing their resource intensity, minimising waste, and ensuring proper disposal to prevent environmental contamination.



5. Supply Chain Compliance and Due Diligence

AWS expects suppliers to:

- **Enforce the Code Within Their Supply Chains:** Suppliers are responsible for promoting the principles of this Code among their own suppliers and subcontractors, ensuring adherence to similar standards.
- **Implement Due Diligence Processes:** Suppliers should establish measures to monitor compliance within their supply chain, identifying and addressing any potential risks or violations.
- **Provide Grievance Mechanisms:** Suppliers should maintain accessible, confidential channels for employees and third parties to report violations of this Code or any unethical conduct.

6. Reporting and Compliance Assurance

AWS values open communication and partnership with its suppliers. To maintain transparency and accountability:

- **Self-Assessment and Correction:** Suppliers are encouraged to periodically assess their compliance with this Code and take corrective action where necessary. AWS reserves the right to verify compliance through audits or assessments.
- **Reporting Violations:** Suppliers should promptly report any suspected violations of this Code or relevant legal requirements to AWS. Anonymous reports can be made through AWS's Whistleblower Service.

Commitment to Ethical Collaboration

By fostering compliance with this Code, AWS and its suppliers can build strong, ethical partnerships that benefit both organisations, their stakeholders, and the communities in which they operate. Suppliers are required to affirm their commitment to this Code as a condition of doing business with AWS. AWS may terminate relationships with suppliers found to be persistently non-compliant or in breach of critical ethical standards.

For further information or questions regarding this Code, suppliers are encouraged to contact AWS's National Operations Manager or Site Managers at each Location.

Greg Taylor

Executive General Manager

16th December 2024