

Supplier Code of Conduct

CareFlight's vision is to be the most advanced integrated aeromedical service trusted by all Australians. In keeping with this vision, we recognise the importance of managing our supply chain to ensure that the goods and services we purchase are provided to us in a manner that respects fundamental human rights, is consistent with our Code of Conduct and Ethics, and recognises our responsibility to manage the environmental impact of our operations.

The Supplier Code of Conduct (**Code**) applies to all suppliers of goods or services to CareFlight. We expect that our suppliers, whether directly or through their supply chain, conduct themselves according to the principles and standards in this Code and implement suitable management systems and processes. We also expect that our suppliers provide influence and guidance within their own supply chain to adopt the principles and standards in this Code.

Compliance with Laws

Suppliers are required to comply with all applicable national and local laws and regulations, including but not limited to those relating to labour, health and safety, and the environment.

Ethics and Business Conduct

CareFlight expects suppliers and their agents to behave ethically and with integrity in all business transactions.

- All forms of corruption, extortion or embezzlement are strictly prohibited.
- Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.
- Suppliers should observe local custom with respect to gifts, and not offer or receive gifts that could affect, or be perceived to affect, the outcome of business transactions or are not otherwise reasonable and justified.
- Financial records must be kept in accordance with all applicable accounting practices, legal and regulatory requirements.
- Suppliers will conduct their business in line with fair competition and in accordance with all applicable competition laws.
- Suppliers will not publicly disclose their supply association with CareFlight or use the CareFlight name or brand elements without CareFlight's prior written consent.
- CareFlight's intellectual property rights are to be respected.

Human Rights and Labour Standards

Human Rights

CareFlight respects fundamental human rights. As set out in the Universal Declaration of Human Rights (UDHR), suppliers are expected to recognise and be committed to upholding the human rights of workers.

Forced Labour and Inhumane Treatment

- Suppliers will not use any forced, bonded or indentured labour or involuntary prison labour.
- Suppliers will not engage in, or condone, inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion of workers.
- Suppliers will ensure their activities do not contribute toward human exploitation, including human trafficking.

Child Labour

Suppliers must not engage in practices relating to, or subcontract with organisations, who employ child labour.

Wages, Benefits and Conditions

- Suppliers will compensate workers in compliance with all applicable local wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- Working hours are not to exceed the legally accepted maximum set by local laws.
- Suppliers are responsible for maintaining the workplace and any living quarters used to house workers in a hygienic and safe manner.

Signed:



Mick Frewen - CEO CareFlight