

People Like Us®

Supplier Code of Conduct

Version 1.0 · Effective: **1 July 2026** · Review: annually

1. Purpose and scope

This Code sets out the minimum standards People Like Us® expects of all suppliers, subcontractors and business partners that provide goods or services to us. It supports our voluntary Modern Slavery Statement and Ethical Recruitment Policy. We expect suppliers to apply equivalent standards within their own supply chains.

2. Labour and human rights

No modern slavery

- No forced, bonded, indentured or involuntary labour of any kind.
- No child labour; all workers must meet the legal minimum working age.
- No human trafficking, and no retention of identity or immigration documents.

Fair treatment and conditions

- Wages, hours and entitlements comply with applicable law, paid accurately and on time.
- Workers are free to leave employment with reasonable notice and are not charged recruitment fees.
- Freedom of association and the right to collective bargaining are respected where lawful.
- A safe and healthy workplace is provided, free from harassment, discrimination and abuse.

3. Ethical conduct

- Compliance with all applicable laws, including anti-bribery, anti-corruption and competition laws.
- Protection of confidential information and personal data in line with the Privacy Act 1988 (Cth).
- Responsible environmental practices appropriate to the supplier's industry.

4. Due diligence and transparency

Suppliers must take reasonable steps to assess and address modern slavery risk in their own operations and supply chains, and must respond honestly to reasonable requests from us for information about their practices, workforce or sub-tier suppliers.

5. Raising concerns

Suppliers and their workers may report any breach or suspected breach of this Code confidentially via hello@peoplelikeus.au We will not penalise a supplier for good-faith reporting.

6. Compliance

We may request evidence of compliance and, where serious breaches are identified and not remediated within a reasonable time, may suspend or terminate the relationship. We prefer to work with suppliers to improve practices rather than simply disengage, except where there is severe or ongoing harm.

7. Acknowledgement

By supplying goods or services to People Like Us®, the supplier acknowledges and agrees to comply with this Code.

Supplier name:

Signed: [name]

Title: [title]

Date: [date]