

TWU Nominees Pty Ltd Supplier and Third-Party Code of Conduct (Modern Slavery)

This Code applies to businesses that supply goods and services to TWU Nominees Pty Ltd as trustee of the TWU Superannuation Fund (together, 'TWUSUPER').

TWUSUPER acknowledges that our suppliers are independent entities and recognises that their actions could reflect on the reputation and governance of TWUSUPER in respect to Modern Slavery obligations. TWUSUPER further recognises that not all suppliers have obligations under the Modern Slavery Act 2018, however, TWUSUPER expects Suppliers to support TWUSUPER's commitment to eliminating modern slavery wherever possible and in this endeavour, TWUSUPER will support Suppliers to meet this code through the provision of information and discussion as needed.

Modern Slavery can be defined as serious exploitation of individuals including:

- Human trafficking;
- Slavery;
- Servitude;
- Forced marriage;
- Forced labour;
- Debt bondage;
- Deceptive recruiting for labour or services; and,
- The worst forms of child labour (meaning situations where children are subjected to slavery or similar practices or engaged in hazardous work).

TWUSUPER complies with all relevant laws and regulations and conducts our operations professionally and ethically. TWUSUPER believes that every person has the right to freedom and to be safe and respected in their day to day lives and has embraced the implementation of the Modern Slavery Act to wherever possible improve the lives of people.

TWUSUPER expects Suppliers to:

1. Comply with Australian (State and Federal) and international laws and regulations in respect of human rights, labour, child labour and freedom of association and movement, and in particular to respect human rights in their operations and supply chains, as outlined in the *United National Guiding Principles on Business and Human Rights*.
2. Value and respect all people engaged both directly and through third parties in their operations and operate in a professional and ethical manner.
3. Employ robust processes and controls that enable due diligence to be undertaken on their current and proposed suppliers and third parties.
4. Advise TWUSUPER where modern slavery practices have been identified and the remediation being taken within their supply chain.
5. Respond to questions raised by TWUSUPER on at least an annual basis to enable TWUSUPER to meet its Modern Slavery obligations.