

Supplier Code of Conduct

1.0 Guideline Statement

The Supplier Code of Conduct (SCOC) outlines DMM & Associates fundamental expectations of its suppliers regarding their activities in the production and delivery of goods and services supplied directly to DMM. The Supplier Code of Conduct supports DMM & Associates values, purpose and strategy, as well as internationally recognized standards and appropriate codes of practice. By accepting and abiding by this SCOC, suppliers affirm that they are committed to working with DMM and are aligned to its values, purpose and strategy. It is the supplier's responsibility to achieve and maintain the minimum standards outlined in this SCOC, and train employees and contracted parties on their consequential rights and responsibilities.

The SCOC covers People, Environment, Community, Corporate Governance and Supply Chain.

DMM will continue to evaluate suppliers on capability and commercial acumen, while taking into consideration compliance to the Supplier Code of Conduct where relevant.

2.0 Scope

This guideline applies to Significant Suppliers of goods and services, whether local, national or international.

3.0 Definitions

In this Supplier Code of Conduct, unless the context otherwise indicates:

Significant Suppliers means organizations that are under contract (via a Master Supply Agreement, Specialist Service Agreement, Design & Construction Contract or a Purchase Order) and constitute a significant portion of total operating spend to DMM. They are usually difficult to replace without significant effort and they are relied upon to provide essential goods and/or services to DMM. They are organizations that pose the highest level of social, environmental or economic risk.

4.0 People

4.1 Human Rights

The DMM Partners are committed to creating and supporting a culture and work environment where people can do their best work.

- Suppliers must comply with all relevant local and national laws and regulations regarding employment practices, benefits, health and safety, and anti-discrimination.
- Suppliers will commit to providing a workplace free of any form of harassment.
- Suppliers shall not use forced, bonded, or indentured labor. All work must be voluntary, and workers shall be free to leave work or terminate their employment with reasonable notice.

Supplier Code of Conduct

4.2 Diversity

DMM & Associates is committed to encouraging diversity in the workplace and the provision of a work environment that is free from discrimination and promotes equal opportunity to all.

- Suppliers are to promote an inclusive workplace where employee differences in areas like gender, sexual preference, age, culture, disability and lifestyle choice are valued.
- Suppliers must strive to provide a workplace that is free of direct or indirect discrimination, harassment or bullying.

4.3 Learning & Development

DMM & Associates is committed to supporting the career development of its employees through continuous learning, providing opportunities to develop skills and experiences, assisting them to achieve their career goals.

- Suppliers must be committed to the provision of relevant training, learning, and development opportunities for all employees.

4.4 Workplace Health and Safety

DMM & Associates is committed to a zero-harm approach regarding the health and safety of our employees, contractors, and visitors to our office.

Suppliers must support and demonstrate their commitment to:

- prevent worker exposure to potential safety hazards
- comply with all relevant local and national laws and regulations concerning occupational health and safety and the provision of health-related benefits to employees
- have written safety and health policies and standards
- have a documented system to record and reduce work-related injury and illness.

5.0 Environment

Suppliers are to manage the minimization of their environmental impact while doing business and to support and encourage others where it can meaningfully do so.

All required environmental permits and registrations must be obtained, maintained, and kept current.

5.1 Climate Change and Energy

DMM & Associates aspires to identify and respond to climate change risks and opportunities in managing our assets and working towards carbon neutrality in our operations, development, and business activities.

- Suppliers will commit to reducing their carbon emissions in areas within their control, and to imbed a preference for carbon-neutral products and services in their purchasing process.

Supplier Code of Conduct

5.2 Waste & Resource Management

DMM & Associates aspires to utilize resources optimally for maximum lifecycle and disposal of waste without environmental harm.

Waste

- Suppliers will commit to maximizing the reuse and recycling of materials while minimizing waste volumes to minimize waste in landfills.

Resource

- Suppliers will commit to utilizing resources optimally for maximum lifecycle and only to use what is needed.

5.3 Biodiversity

DMM & Associates aspires to positively contribute to sustainable and resilient communities and ecosystems through biodiversity protection.

- Wherever possible, Suppliers will positively contribute to biodiversity in relation to the products and services they provide.

5.4 Water

aspire to employ best practice approaches to sustainable use and management of water resources.

- Suppliers will commit to the sustainable use and management of water resources in all areas over which it has control and will support and encourage others where they can meaningfully do so.

6.0 Community

6.1 Community Engagement & Development

DMM & Associates aims to make a net positive contribution to our communities, people, and environment.

- The supplier will commit to contributing to the local communities it impacts and supporting their sustainable development.

7.0 Corporate Governance, Business Conduct and Ethics

DMM & Associates regards good corporate governance as critical to all of DMM & Associate's stakeholders and a fundamental component to DMM & Associate's commitment to security holders. DMM & Associates Board strives to ensure that DMM meets high governance standards across its operations.

- Suppliers must strictly comply with all laws and regulations on bribery, corruption, and prohibited trade and business practices.
- Suppliers must conduct their business in accordance with high ethical standards.
- Suppliers must have an effective and transparent allocation of responsibilities between their Board and management where an applicable management structure exists.
- Suppliers must have effective processes to prevent or immediately disclose a conflict of interest or the appearance of a conflict of interest related to its relationship with DMM as soon as possible to DMM & Associates.

Supplier Code of Conduct

8.0 Supply Chain

DMM & Associates is committed to working with our suppliers to realize the total value of our relationships and positively contribute to our partners, communities, and the environment.

- Suppliers must adopt similar principles to those outlined in this SCOC when dealing with their significant suppliers.
- Suppliers must adhere to acceptable business practices with their suppliers, including providing timely payment.

9.0 Reporting Concerns

The standards of conduct described in these guidelines are critical to the ongoing success of DMM. If you have any concerns about compliance or ethics issues while working for or with DMM & Associates or want to report illegal or unethical activities:

Email: info@dmmassociates.com

All matters raised in good faith through these reporting lines will be handled confidentially and non-retaliatorily.