

Supplier Code of Conduct

Endorsed by: The Sidekicker Group Pty Ltd's Board of Directors

Date: 12 May 2022

The Sidekicker Group Pty Ltd and its subsidiaries, including Lend Me A Hand Pty Ltd and Sidekicker New Zealand Limited ("Sidekicker") is committed to conducting business in an honest, ethical and accountable way - upholding the standards set for us by the law, our customers, partners and communities.

The Sidekicker Supplier Code of Conduct sets out the standards and practices that we expect our Suppliers to live by when interacting with us, other organisations and the wider community.

Supplier businesses

Sidekicker's Suppliers must take appropriate steps to ensure:

1. Employees, including management, sub-contractors and agents, act with honesty, integrity and uphold relevant, generally accepted industry and ethical standards.
2. Business activities - including those of sub-contractors and agents and within the supply chain – are free from bribery, corruption and other illegal practices, including the use of facilitation payments.
3. On-going compliance with all relevant laws and regulations.
4. Adequate plans, procedures and practices are in place – and tested on a regular basis - to ensure that business operations can continue in the event of disaster or other emergency.
5. Decisions made by employees - including those relating to supplying goods or services to Sidekicker – are free from conflicts of interest.
6. There are sufficient resources and education in place to ensure employees understand their responsibilities under the law and relevant policies on ethical and other issues.
7. All reasonable steps are taken to identify and eliminate human rights abuses, including modern slavery, in the supply chain.

People

At Sidekicker, we believe in creating a community where individuals are valued. This means that in all dealings in society, we expect our Suppliers to:

1. Treat people fairly and with respect.
2. Collect, use, store and share personal information lawfully and only for the purposes for which it was collected.
3. Respect a person's right to live and work free from oppression, duress or fear of physical, mental or financial harm.
4. Pay people fairly, on-time and in accordance with the law.
5. Recognise and respect qualities which are unique to individuals such as gender, language, ethnicity, age, religion, disability and sexual orientation. Treat all people with dignity and respect.
6. Offer a safe working environment, in which a person's physical and mental health is protected.
7. Not force anyone to join an association, or prevent them from joining one of their choosing.

Sidekicker's commitment to its Suppliers

Sidekicker's Suppliers are expected to observe the standards of this Code of Conduct. Sidekicker has its own Code of Conduct for Employees that outlines the standard expected of all employees, contractors and directors in the performance of their duties and interactions in the workplace. There are also various employee policies that provide further detail on expected standards of behaviour.

The below sets out the support Suppliers can expect from Sidekicker in order to promote compliance, and how Sidekicker will respond in the event of non-compliance.

- Whistleblower Protection Policy - as uploaded in Sidekicker website
- Anti-Bribery and Anti-Corruption Policy - as uploaded in Sidekicker website

Non-compliance

When Suppliers know of, or suspect non-compliance with this Code of Conduct, we expect them to act with honesty and integrity and report non-Whistleblower related issues or concerns via the appropriate channel.

We commit to:

1. Fairly assessing the potential or actual impact of non-compliance;
2. Applying a proportionate response;
3. Offering support to those affected where we can; and,
4. Acting quickly and transparently in dealing with these matters.

If you have any questions in relation to this Supplier Code of Conduct, please contact compliance@sidekicker.com.au