



RESPONSIBLE SOURCING POLICY

Version 1.0

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1.0 PURPOSE

This Responsible Sourcing Statement complements RSB's Code of Business Conduct (Our Code). Our Code is built on RSB's values and explains what we expect from anyone who works for or on behalf of RSB to meet our legal and ethical obligations. It outlines expected standards of behaviour and guides us in how to recognize the risks we face in our work; ensures we maintain trust and build strong relationships by doing what we say we will. Our suppliers play a critical role in helping RSB deliver the expectations set out in the RSB business code of conducts.

2.0 APPLICATION

This Statement is applicable to all our suppliers (including subcontractors), business partners and contractors who provide goods and services to RSB and its subsidiaries. Suppliers to RSB are required to implement effective systems to demonstrate compliance with laws and regulations as well as adherence to RSB's Code of Business Conduct which is expressed through the principles of this Responsible Sourcing Policy.

3.0 PRINCIPLES

I. ETHICS AND REGULATORY COMPLIANCE :

RSB is committed to the highest standards of business conduct and requires that suppliers:

- Ensure all country-specific and state specific (if any) regulatory requirements are met.
- Engage in fair business practices and comply with competition and anti-trust laws.
- Operate ethically and abide by all anti-corruption laws which apply to RSB - meaning you will not offer or give anything of value directly or indirectly to any person if it could be seen as an attempt to influence them to perform their work duties improperly

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- Comply with all laws relating to the international trade in goods, materials and technology including trade sanctions, export controls, weapons trafficking and other non-proliferation laws.
 - Comply with relevant laws to protect privacy and data and safeguard personal information from loss, modification or disclosure
 - Demonstrate an ongoing commitment to managing cybersecurity and data protection risk

II. PRIORITISE HEALTH AND SAFETY

Health and safety is RSB's top priority and requires that suppliers:

- Provide a safe and healthy workplace for employees, contractors and subcontractors
- Take all reasonable steps to eliminate fatalities, work related injuries and disease
- Have adequate training, systems and controls in place to ensure the safe and secure transport, handling, operation and storage products, equipment and vehicles
- Maintain a fit and able workforce, free from the affects of drugs and alcohol

III. RESPECT WORKFORCE AND HUMAN RIGHTS

RSB is committed to respecting the workforce and human rights of our workforce and those impacted by our operations and business relationships. We expect those suppliers:

- Maintain a workplace free of discrimination¹, bullying (victimization) and harassment²
- Ensure fair and legal pay, working hours and conditions
- Prevent the use of child labour by ensuring all workers are above 18 years of age (or the local legal age, if higher)

- Respect the employees right to individually or collectively negotiate terms and conditions of employment and join a legally recognized trade union or representative organization
- Take all reasonable steps to identify, assess and address risks of Modern Slavery³ practices in its operations and supply chains. Where modern slavery practices are found – work to address and remove these practices and where appropriate – provide access to proportionate remedy, where the supplier has caused or contributed to these practices

1 : Discrimination can be based on age, sex, gender identity or intersex status, race, colour, nationality or ethnicity, social origin, marital, relationship pregnancy or career status, physical or mental disability, religion or political opinion, sexual preference, trade union activity or some other characteristic

2 : Harassment is an act that is unwelcome, offensive, humiliating or intimidating. This includes sexual harassment which occurs when a person engages in unwelcome conduct of a sexual nature, including an unwelcome sexual advance or an unwelcome request for sexual favours.

3 : Slavery - Provisions related to slavery are found in the 1860 Penal Code at section 371 which prohibits habitual dealing in slaves and section 367 which makes it an offence to kidnap or abduct in order to subject a person to slavery. Slavery may also form an element of the offence of trafficking in persons under section 370.

IV. SUPPORT COMMUNITIES

Developing trusted relationships with community stakeholders (including regulators and government) is vital for the success of RSB's business and fundamental to securing our licence to operate. We expect suppliers to:

- Maintain a respectful and responsive approach to community engagement
- Understand impacts on local communities and always respect their basic rights – this includes respect for Indigenous Peoples and their cultural heritage as well as the community's right to a clean and healthy environment
- Contribute positively to the local community through activities such as inclusive recruitment practices and procurement preferences (e.g. Local, indigenous or female recruits/ suppliers to promote diversity and inclusion), proactive community investment or other beneficial activity

V. CARE FOR THE ENVIRONMENT

RSB takes environmental responsibility and action on climate change seriously. We expect our suppliers to:

- Comply with all country specific laws and meet regulatory requirements relating to the environment

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- Identify and address any potential environmental hazards
 - Proactively reduce overall negative environmental impacts of products and operations
 - Minimize the generation of waste and to dispose of waste appropriately.
 - Actively monitor and avoid activities which can lead to ecosystem disruption including deforestation, biodiversity loss or contamination of local ecosystems and habitats.
 - Disclose operational and value chain greenhouse gas emissions, to support RSB's value chain emissions monitoring and reporting.
 - Consider the use of low carbon and / or certified carbon neutral suppliers where possible, to align with RSB's value chain decarbonization strategy.

4.0 SUPPLIER BREACHES AND REPORTING

- Any potential or actual breaches to relevant legal requirements or RSB's Code of Business Conduct (expressed through this Statement for Suppliers) will be allocated accordingly including consideration of termination of contract for material breaches. At minimum a material breach will require corrective action and regular reporting on progress through RSB's Supplier Management Plan.
- We encourage suppliers (Including supplier employees and contractors) to report any potential or actual breaches of this Statement and RSB Code or activity that is against the law. We are committed to ensuring that everyone can raise concerns anonymously, freely, without fear of reprisal or intimidation and that any concerns are dealt with fairly, thoroughly and confidentially and in a timely manner.

5.0 OPPORTUNITY FOR COLLABORATION

RSB welcomes transparency and collaboration on mutual challenges. We look forward to working with our suppliers to identify opportunities for improvement across all areas of responsible sourcing.

RSB's commitment to the Ten Principles of the UN Global Compact ensures a supply chain that upholds human rights, labor standards, environmental sustainability, and anti-corruption practices.

In a Responsible Sourcing Policy, RSB focus on:

- Ethical Standards – Compliance with laws, human rights, and anti-corruption policies.
- Sustainability Practices – Use of environmentally friendly and sustainable practices.
- Legal Compliance – Adherence to local and international regulations.
- Quality Assurance – Consistently meeting quality and delivery standards.
- Transparency and Traceability – Full visibility into sourcing and operations.
- Labor Rights – Ensuring safe, fair, and inclusive working conditions.
- ESG Alignment – Supporting Environmental, Social, and Governance goals.
- Innovation – Offering sustainable and efficient solutions.
- Local and Inclusive Sourcing – Supporting local economies and supplier diversity.
- Continuous Improvement – Commitment to ongoing development and collaboration.

This statement will be reviewed periodically and updated as required.

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