



# GOLDWIND AUSTRALIA

## GWA-CO-POL-0023 SUPPLIER SOCIAL RESPONSIBILITY CODE OF CONDUCT

### Document Approvals

Version	Date	Reason for Issue	Author	Checked	Approved
1.0	20/05/2022	First Release	CW	JH	NC
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## 1. Terms and Definitions

The following terms and definitions apply to this document:

### “Child Labour”

- persons below the minimum age of employment stipulated by national/regional laws and regulations;
- persons below the age of completion of compulsory education in the absence of relevant laws and regulations; or
- persons under the age of 16 in the absence of relevant laws and regulations.

### “Employee”

- An individual who establishes or has a factual employment relationship with an organization through an employment contract.

### “Goldwind Australia”

- Goldwind Australia Pty Ltd and all its related bodies corporate.

### “Supplier”

- Companies, enterprises and their branches, individual businesses, etc. that directly or indirectly provide products and/or services to Goldwind Australia, including contractors, manufacturers, consultants, service providers, distributors and other intermediaries.

### “Social responsibility”

- An organization assumes responsibility for social and environmental impact of its decisions and activities through transparent and ethical conduct. These behaviours:
  - demonstrate commitment to sustainable development, including health and social welfare;
  - consider the expectations of stakeholders;
  - comply with applicable laws and international norms of conduct; and
  - are fully integrated into the organization and practiced in its relationships.

Note1: Activity includes products, services, and processes.

Note 2: Relationship refers to the activities of an organization within its sphere of influence.

## 2. Scope and coverage

All Suppliers shall comply with this Code of Conduct when conducting business with Goldwind Australia or participating in any activity related to Goldwind Australia.



### 3. Purpose and intended outcomes

This Code of Conduct outlines Goldwind Australia's requirements for its Suppliers in labor rights, human rights, health and safety, environment, business ethics and management systems.

This Code of Conduct is established for Suppliers and any third parties subcontracted by Suppliers to promote the implementation of corporate social responsibilities in terms of operation, society, and environment.

### 4. Supplier environmental and social responsibility code of conduct

#### 4.1 Compliance with law

The Supplier shall comply with all applicable laws and regulations.

#### 4.2 Labor rights and human rights

The Supplier shall respect the human dignity and basic human rights of all its Employees. This Code of Conduct applies to all Employees of the Supplier, including temporary workers, foreign workers, apprentice.

#### 4.3 Modern Slavery

The Supplier shall comply with Goldwind Australia's Modern Slavery Policy (ref GWA-CO-POL-0022).

#### 4.4 Young worker protection

The Supplier shall comply with all applicable local and national laws and regulations concerning minimum working age and shall not engage in Child Labour. The Supplier shall protect student workers or apprentices in accordance with applicable laws and regulations.

#### 4.5 Working hours

The Supplier shall comply with all applicable laws and regulations related to working hours, overtime, and rest.

#### 4.6 Wage and benefits

The Supplier shall pay its Employees in accordance with all applicable wage laws and regulations, including those related to minimum wage, overtime payment and statutory benefits. The Supplier shall inform its Employees of the wage structure and payment time, pay its Employees in full and on time and provide a clear and understandable payroll. Wage deduction or compensation shall not be used as a disciplinary measure.



#### **4.7 Humane treatment**

The Supplier shall not threaten or subject its Employees to harsh or inhuman treatment, including but not limited to verbal abuse and harassment, psychological harassment, mental and physical oppression and sexual harassment. Unreasonable movement restrictions shall not be placed on sites or in offices and the basic physiological and workplace amenity requirements of Employees shall be met.

#### **4.8 Non-discrimination**

The Supplier shall not discriminate or take adverse against action its Employees because of a protected attribute as identified under the Fair Work Act - race, colour, sex, sexual orientation, age, physical or mental disability, marital status, family or carer's responsibilities, pregnancy, religion, political opinion, national extraction or social origin – included but not limited to their employment, salary, promotion, rewards, training opportunities, and other practices. The Supplier shall not require Employees or prospective employees to undergo medical or pregnancy tests of a discriminatory nature, except to protect their legitimate rights and interests. The Supplier shall respect its Employees' religious beliefs.

#### **4.9 Freedom of association and collective bargaining**

The Supplier shall grant its Employees lawful rights to freely associate, to form and join (or not join) trade unions and other organizations in accordance with local laws, and to engage in collective bargaining at their option, without interference, discrimination, retaliation, or harassment.

#### **4.10 Appeal and communication**

The Supplier shall ensure that complaints mechanisms are in place and that complainers do not suffer harassment or retaliation. The Supplier must permit its Employees to participate in open communication with management to give comments and suggestions on organizational activities.

#### **4.11 Health and safety**

The Supplier shall provide a safe and healthy working environment to its Employees.

#### **4.12 Working conditions**

##### *a) Health and safety licenses*

The Supplier shall obtain and continue to update all necessary health and safety licences and comply with their relevant provisions.

##### *b) Occupational health and safety management*

The Supplier shall identify and evaluate potential risks of occupational health and safety (including fire, electrical, industrial hygiene, hard labor, machine protection, etc.), set up hazard identification mechanisms, substitution and engineering controls, preventive maintenance and safety work processes (including lock-out and tag-out) to eliminate or reduce risks, and if



necessary, provide appropriate personal protective equipment and occupational health examinations.

*c) Accident management*

The Supplier shall establish necessary procedures and systems to prevent, manage, track and report occupational injuries, infectious diseases, and accidents, and implement corrective actions to eliminate impact and help employees return to work.

*d) Health and safety information communication*

The Supplier shall provide appropriate health and safety training. Health and safety related information must be clearly posted in its workplace.

*e) Occupational health and safety management system*

The Supplier shall establish or adopt a reasonable occupational health and safety management system.

#### **4.13 Emergency preparedness and response**

The Supplier shall identify and evaluate potential risks of emergency and accidents, including but not limited to fire, explosion, fatal accidents, collective poisoning, etc., and through the implementation of emergency plans and response procedures including emergency report, on-site first-aid, notifications and exit procedures, training and regular exercises and recovery plan, etc. to reduce the impact on life, environment, and property as far as reasonably practicable.

#### **4.14 Living conditions**

The Supplier shall provide its Employees with clean toilet facilities and drinking water, and clean and hygienic food, storage, and dining facilities if necessary. Staff accommodation, if provided by the Supplier, should be kept clean, safe and provide reasonable living space for its Employees.

## **5. Environment**

#### **5.1 Environmental permission and reporting**

The Supplier shall obtain and update necessary environmental licences and comply with all relevant requirements of environmental protection permissions. The Supplier shall comply with all environmental reporting requirements of applicable permissions and regulations.

#### **5.2 Prevention of environmental pollution**

The Supplier shall comply with all applicable laws and regulations on pollutants (including wastewater, waste gas, solid waste), including related requirements on manufacturing, transportation, storage, processing, and emissions, to reduce or eliminate pollution generation and discharge from the source. The Supplier must prohibit the discharge of toxic and harmful pollutants in violation of laws and regulations.

**5.3 Chemical management**

The Supplier shall store chemicals or other substances that are hazardous to humans and the environment in an appropriate location and have them properly labelled and managed to ensure their safety in storage, use, movement, recovery, or disposal.

**5.4 Energy conservation and emission reduction**

The Supplier shall adopt conservation and alternative measures to reduce consumption of energy, water and natural resources and reduce emission of greenhouse gases and other harmful substances.

**5.5 Environmental management system**

The Supplier shall establish or adopt a reasonable environmental management system.

## **6. Business ethics**

**6.1 Integrity**

The Supplier shall comply with Goldwind Australia's Anti-Bribery & Corruption Policy (ref GWA-CO-POL-0021).

**6.2 Information disclosure**

The Supplier shall accurately record information of its business activities, labor, health and safety, environmental practices and shall disclose such information to all relevant parties as required according to relevant laws without forgery and falsification.

**6.3 Intellectual property protection**

The Supplier shall respect intellectual property and protect the security of customer information.

**6.4 Fair competition**

The Supplier should participate in competition in a fair and proper way, oppose industry monopolies and be responsible to its customers and other suppliers.

**6.5 Whistleblower protection and anonymous complaint**

The Supplier shall establish an anonymous complaint mechanism for managers and employees to report concern or grievance in their work, ensure this mechanism is clearly and frequently communicated to all of its Employees and contractors and otherwise comply with all applicable whistleblower laws and regulations.

**6.6 Privacy protection**

The Supplier shall establish procedures and mechanisms to protect legitimate information of employees, customers, suppliers, and other stakeholders and comply with applicable privacy laws and regulations.

**6.7 Management system**

The Supplier shall implement or maintain appropriate management systems in a timely manner to facilitate compliance with this Code of Conduct.

**6.8 Risk assessment and management**

The Supplier shall develop and maintain a process for identifying labour rights and human rights, health and safety, environment, business ethics and legal compliance risks associated with its business operations, determining the relative seriousness of each risk, and implementing appropriate procedures and controls to minimize identified risks.

**6.9 Audit and evaluation**

The Supplier shall periodically assess its facilities and operations and those of its subcontractors and suppliers whose products / services are being provided to Goldwind Australia to ensure compliance with this Code of Conduct and applicable legal requirements. The Supplier shall allow Goldwind Australia and any third party nominated by Goldwind Australia to evaluate its factories and operating sites and those of its subcontractors and suppliers whose products / services are being provided to Goldwind Australia to ensure compliance with this Code of Conduct.

**6.10 Document record and retention**

The Supplier shall keep relevant documents and records as proof of compliance with this Code of Conduct.

**6.11 Training and communication**

The Supplier shall develop and maintain management and employee training courses in order to properly implement its systems and procedures to achieve compliance with this Code of Conduct. The Supplier shall establish regular communications with customers, suppliers, government agencies and other stakeholders in order to obtain feedback on practices related to this Code of Conduct.

**6.12 Corrective action process**

The Supplier shall have a timely corrective action process in place for any deficiencies or irregularities identified through internal and external audits, assessments, inspections, investigations, or reviews in respect of this Code of Conduct.

## 7. Supervision

Goldwind Australia may, upon reasonable notice, have the right to conduct data collection or on-site audits of any Supplier to assess their compliance with this Code of Conduct.



## 8. Reference Documents

The following documents and legislation are essential to the application of this document:

- Xinjiang Goldwind Technology Co., Ltd. Enterprise standard Q/GW 3ZD-GLGY10-Supplier Social Responsibility Code of Conduct
- Modern Slavery Act 2018 (Cth)
- Age Discrimination Act 2004(Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984. (Cth)
- Fair Work Act 2009 (Cth)
- Australian Capital Territory – Discrimination Act 1991
- New South Wales – Anti-Discrimination Act 1977
- Northern Territory – Anti-Discrimination Act 1996
- Queensland – Anti-Discrimination Act 1991
- South Australia – Equal Opportunity Act 1984
- Tasmania – Anti-Discrimination Act 1998
- Victoria – Equal Opportunity Act 2010
- Western Australia – Equal Opportunity Act 1984.
- ISO 14001 Environmental Management Systems
- ISO 45001:2018 Occupational Health and Safety Management Systems, requirements

## 9. Related information/Document Links

- Xinjiang Goldwind Technology Co., Ltd. Enterprise standard Q/GW 3ZD-GLGY10-Supplier Social Responsibility Code of Conduct
- GWA-CO-POL-0022 Modern Slavery Policy
- GWA-CO-POL-0021 Anti-Bribery & Corruption Policy

Signature:



Ning Chen

CEO

Sep 5, 2023

Effective Date: \_\_\_\_\_