HYDROFLUX
WATER | SCIENCE | TECHNOLOGY



Supplier Code of Conduct

Policy

November
2026

Australia
1300 417 697
www.hydroflux.au

New Zealand
09 352 2052
www.hydroflux.nz

Fiji
773 6950
www.hydroflux.com.fj

About This Policy



This Supplier Code of Conduct (“Code”) applies to all entities & individuals that supply goods or services to any Hydroflux Group company.

Head Office
Hydroflux Pty Ltd
Level 26, 44 Market Street
Sydney NSW

hydroflux.au

Scope

This Supplier Code of Conduct (“Code”) applies to all entities and individuals that supply goods or services to any Hydroflux Group company, including Hydroflux Industrial, Hydroflux Epco, Hydroflux Utilities, Hydroflux Pacific and Cress Consulting, across Australia, New Zealand and the Pacific.

This Policy applies to all workers engaged in the delivery of goods or services to Hydroflux, regardless of where in the world that work is carried out.

Suppliers must comply with all applicable laws and regulations in the jurisdiction in which they operate and in which they supply goods or services to Hydroflux.

Purpose

This Code sets out the minimum standards of ethical, legal and professional conduct expected of Hydroflux suppliers and aligns with our 2030 Sustainability Goals.

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Our Expectations



We expect our suppliers to:

- Read, understand and commit to the standards set out in this Code, and take reasonable steps to demonstrate that their own operations align with it.
- Monitor their own compliance with this Code on an ongoing basis, and proactively raise any issues, risks or challenges identified in their own operations or supply chain with Hydroflux.
- Cooperate with Hydroflux’s supplier assessment processes and procedures, requests for information, questionnaires, site visits and, where required, third-party audits.

When assessing how well a supplier is managing the risks addressed by this Code, we consider the supplier’s size, the nature of the goods or services provided, and the nature of our relationship with them.

Business Ethics & Governance

Integrity, Transparency & Recordkeeping

Suppliers must conduct business honestly, transparently and with accountability for their actions. Suppliers must maintain accurate and complete records of their business activities, including financial transactions, permits, licences and compliance documentation, and must not falsify or misrepresent information provided to Hydroflux.

Anti-Bribery & Corruption

Suppliers must comply with all applicable anti-bribery and corruption laws in the jurisdiction in which they and Hydroflux operate.

Confidentiality:

Suppliers must protect the confidentiality of Hydroflux’s proprietary information, including designs, technical specifications, pricing, client information and other commercially sensitive material, and must not use such information for any purpose other than delivering goods or services to Hydroflux.

Data Security & Responsible Use of Technology

Suppliers must maintain appropriate controls to prevent unauthorised access, loss or misuse of data and systems information. Suppliers must not input Hydroflux’s confidential data, proprietary designs or client information into third-party artificial intelligence tools without Hydroflux’s prior written consent.

Our Expectations

Human Rights & Labour

Human Rights

Suppliers must respect internationally recognised human rights in their operations and supply chains and must not be complicit in human rights abuses.

Modern Slavery

Suppliers must not engage any type of modern slavery defined in the Modern SlaveryAct 2018 (Cth) and in line with our Modern Slavery Policy, must take reasonable steps towards actual or potential modern slavery risks.

Non-Discrimination & a Harassment-Free Workplace

Suppliers must not discriminate against employees, contractors, or job applicants on the basis of age, disability, ethnicity, sex, marital status, political opinion, race, religion, sexual orientation, gender identity, union membership, or any other status protected by applicable law, in hiring or any other employment practice.

Worker Grievance Mechanisms

Suppliers should provide workers with a confidential means of raising workplace grievances without fear of retaliation.

Respect for Communities

Suppliers are encouraged to support local and inclusive employment and procurement, including opportunities for Aboriginal and Torres Strait Islander businesses and workers.

Health & Safety Management

Health & Safety Management

Suppliers working on Hydroflux or client sites must comply with all applicable site safety requirements and should be able to demonstrate a system in place appropriate to their operations to identify hazards, assess risks and implement controls to protect the health and safety of their workers.

Incident Reporting & Emergency Preparedness

Suppliers must promptly report to Hydroflux any incident, near miss or safety concern arising from work connected to Hydroflux and must maintain appropriate emergency plans to respond to incidents affecting their own operations or personnel.

Environment

Environmental Management & Compliance

Suppliers must comply with all applicable environmental laws, permits and licensing requirements relevant to their operations, and should have processes to manage and minimise environmental impacts including emissions to air, land and water. Suppliers should maintain an environmental management system (or equivalent processes) to monitor and reduce waste generation and resource consumption.

Climate Change Resilience & Decarbonisation

Suppliers are encouraged to monitor and, if possible, provide information on the greenhouse gas emissions associated with the goods, materials or services they supply, in line with our commitment to Net Zero by 2050.

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Reporting Concerns

Non-Compliance

Where non-compliance or risk is identified through this process, Hydroflux will raise the matter directly with the supplier, which may include a Corrective Action Request (CAR) consistent with the process Hydroflux applies to its own operations.

Where a supplier is found to be in breach of this code for any of the reasons set out below, Hydroflux will investigate and this may lead to appropriate action being taken to address the risk, including additional due diligence, review of commercial terms, suspension of work, or termination of engagement.

Serious breaches may include:

- Use of forced, bonded, trafficked or child labour, in a supplier's own operations or knowingly within its supply chain.
- Bribery or corruption involving Hydroflux business, or an attempt to bribe a Hydroflux employee.
- A serious safety violation that results in, or creates imminent risk of, death or serious injury.
- Deliberate concealment or falsification of information provided to Hydroflux as part of this Code's due diligence process.

Speaking Up

Suppliers and their workers are Eligible Whistleblowers under the HG Whistleblower Policy and may anonymously report a concern through that channel with the same legal protections available to Hydroflux's own employees. Hydroflux does not tolerate retaliation against any person who raises a genuine concern in good faith, and all reports will be treated confidentially and investigated appropriately.



Relevant Legislation

This Code has been developed with reference to international frameworks for responsible business. In developing our approach, we have drawn on:

- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct
- The Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct
- The United Nations Guiding Principles on Business Human Rights (UNGPs)
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

This Code also reflects and builds on Hydroflux's internal policies and management systems, including our Modern Slavery Policy, our Whistleblower Policy, our Integrated Management System (IMS), and ur ISO-certified standards for quality, environment, health and safety, and risk management (ISO 9001, ISO 14001, ISO 45001 and ISO 31000).



Acknowledgement

By continuing to supply goods or services to Hydroflux, suppliers are expected to acknowledge that they have read, understood and will comply with this Code, and to communicate its expectations to their own personnel and subcontractors.

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Document Control

Document Approval	This was reviewed and approved by the Hydroflux IMS Director October 2026.
Version	1.00
Next Formal Review	May 2027

Details of any amendments made prior to the next formal review

Version	Details	Date
V1.00	Original Issue	20/10/2026

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The electronic version of this document is the latest revision.

The printed version of this document is uncontrolled.

Thank You

Feedback & Contact

For questions, feedback, or concerns related to this Supplier Code of Conduct Policy, please contact:

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