

Healthscope's vision is to be a recognised leader of quality health care services. In keeping with this vision, we recognise the importance of managing our supply chain to ensure that the goods and services we purchase are provided to us in a manner that respects fundamental human rights, is consistent with our Code of Conduct, and recognises our responsibility to manage the environmental impact of our operations.

This Supplier Code of Conduct (**Code**) applies to all suppliers of goods or services to Healthscope. We expect that our suppliers, whether directly or through their supply chain, conduct themselves in accordance with the principles and standards in this Code and implement suitable management systems and process. We also expect that our suppliers provide influence and guidance within their own supply chain to adopt the principles and standards in this Code.

## Compliance with Laws

Suppliers are required to operate in compliance with all applicable national and local laws and regulations, including but not limited to those relating to modern slavery, labour, health and safety, and the environment.

## Ethics and Business Conduct

Healthscope expects suppliers and their agents to behave ethically and with integrity in all business transactions.

- All forms of corruption, extortion or embezzlement are strictly prohibited.
- Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted.
- Suppliers should observe local custom with respect to gifts, and not offer or receive gifts that could affect, or be perceived to affect, the outcome of business transactions or are not otherwise reasonable and justified.
- Financial records must be kept in accordance with all applicable accounting practices, legal and regulatory requirements.

- Suppliers will conduct their business in line with fair competition and in accordance with all applicable competition laws.
- Suppliers will not publicly disclose their supply association with Healthscope or use the Healthscope name or brand elements without Healthscope's prior written consent.
- Healthscope's intellectual property rights are to be respected.

## Modern Slavery, Human Rights and Labour Standards

### Modern Slavery

Modern slavery can take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. Healthscope is committed to utilising ethical suppliers and ensuring that modern slavery risks in Healthscope's supply chain are identified and that steps are taken to address these risks. Healthscope expects suppliers to comply with all applicable modern slavery laws and take steps to ensure that there is no modern slavery in their supply chains or in any part of their business.

### Human Rights

Healthscope respects fundamental human rights. As set out in the Universal Declaration of Human Rights (UDHR), suppliers are expected to recognise and be commit to upholding the human rights of workers.

### Forced Labour and Inhumane Treatment

- Suppliers will not use any forced, bonded or indentured labour or involuntary prison labour.
- Suppliers will not engage in, or condone, inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion of workers.
- Suppliers will ensure their activities do not contribute toward human exploitation, including human trafficking.

## Child Labour

Suppliers must not engage in practices relating to, or subcontract with organisations, who employ child labour.

## Wages, Benefits and Conditions

- Suppliers will compensate workers in compliance with all applicable local wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- Working hours are not to exceed the legally accepted maximum set by local laws.
- Suppliers are responsible for maintaining the workplace and any living quarters used to house workers in a hygienic and safe manner.

## Diversity

Healthscope recognises that people are its most important asset and is committed to the maintenance and promotion of workplace diversity. Suppliers are expected to respect the diversity of their workforce and others with whom they interact.

## Environment

Healthscope is committed to minimising the impact of its operations, and those of its suppliers, on the environment and expects suppliers to meet all applicable environmental protection laws, regulations and standards. Suppliers are expected to actively manage the environmental impact of their operations.

## Monitoring and Compliance

Suppliers are expected to develop appropriate documentation to demonstrate that they share the values, principles and standards addressed in this Code and with respect to all legal requirements.

Healthscope reserves the right to:

- review such documentation; and
- perform any assessments or reviews on supplier practices as part of a continuous improvement plan.

Suppliers must monitor their compliance with this Code, notify Healthscope of any significant breaches, allegations of non-compliance or investigation into non-compliance by authorities. Suppliers are expected to take reasonable steps to address, remedy and prevent the reoccurrence of any breach of this Code.

Healthscope reserves the right to disqualify any potential supplier or discontinue business relationships with any current supplier which has failed to comply with this Code.

## Raising a Concern and Whistleblowing

Suppliers can raise concerns about any actual or suspected breach of this Code through any of the contact points below.

- Directly with their supplier relationship point of contact.
- By email to: [procurement@healthscope.com.au](mailto:procurement@healthscope.com.au)

Concerns may be raised, or disclosures made, anonymously to:

- [whistleblower@healthscope.com.au](mailto:whistleblower@healthscope.com.au)