

Medibank Supplier Code of Conduct

The Supplier shall ensure that its personnel, consultants, contractors, or anyone employed or retained by the Supplier in connection with the supply of goods or services to or on behalf of Medibank, will comply with this Code.

Code of Conduct	<p>Medibank is dedicated to corporate social responsibility and sustainability.</p> <p>Medibank carefully selects its Suppliers, as its Suppliers directly impact the Medibank business and Medibank's good-standing in the community.</p> <p>Medibank expects its Suppliers to comply with all applicable national and international laws, regulations, standards and codes of practice. Among other things, this may relate to the Supplier's ethical, social and environmental conduct in the course of its business.</p> <p>Supplier shall make available to Medibank, upon reasonable request, any compliance or performance data report regarding the Supplier's business with Medibank, in reference to the Supplier's compliance with any aspect of this Code.</p>
Ethical Business Practice	<p>The Supplier shall:</p> <ul style="list-style-type: none">• conduct its business in an ethical, fair and professional manner, free of bias, unfair advantage or any other type of conduct which may cause financial or reputational loss;• comply with all laws, regulations, standards and best industry practices relating to anti-bribery, anti-corruption and fraud.
Environmental performance	<p>The Supplier shall ensure good environmental performance by:</p> <ul style="list-style-type: none">• establishing and maintaining internal frameworks regarding the environmental impact of the Supplier's business and management of such impact;

- complying with all relevant laws, regulations, standards, internal frameworks and best industry practices as they relate to the environmental impact of the Supplier's business; and
- establishing and maintaining processes for data collection, monitoring and reporting of the Supplier's environmental performance relating to the Supplier's business and its supply of goods and services to Medibank.

Supplier's employees and contractors

The Supplier shall engage and manage its people ethically and shall comply with all laws, regulations and standards in relation to:

- the engagement of its own personnel;
- provision of employment benefits;
- employment conditions and compensation;
- equal opportunity in the workplace, fair treatment and anti-discrimination in the workplace (including actions to strive towards gender equality, LGBTI inclusion, cultural diversity, accessibility for people with disability and inclusion of indigenous peoples);
- workplace health and safety;
- whistle-blowing; and
- human rights, not engaging in or being associated with any form of human trafficking, debt bondage, forced labour or child labour.