

RESPONSIBLE SUPPLIER PACT

ETHICAL

SAFE AND HEALTHY
WORKPLACE

FAIR AND SECURE JOBS

RESPONSIBLE AND
ACCOUNTABLE
BUSINESS PRACTICES

*We're working for
Western Australia.*

INCLUSIVE

NO DISCRIMINATION

EQUAL PARTICIPATION

ENGAGEMENT OF UNDER-
REPRESENTED BUSINESSES

COMMUNITY PARTICIPATION

SUSTAINABLE

AVOID, RECOVER, PROTECT

We're working for Western Australia.

OUR PRINCIPLES

The Government recognises:

- diversity makes good business sense and delivers results
- all workers have the right to return home safely from work
- all workers have the right to fair working conditions
- leadership, and strong governance forms the basis of a strong economy
- the State's diverse and rich environment deserves protection.

WE WORK WITH SUPPLIERS WHO SHARE THIS COMMITMENT

OUR COMMITMENT

We commit to fostering a culture of inclusivity that allows all Western Australians to participate in, and benefit from, the economic success of the State.

We commit to putting Western Australians to work in jobs that are safe, health, fair and secure.

We commit to conducting our business responsibly, with integrity and accountability, thereby providing a foundation on which to deliver a sound economy for all Western Australians.

We commit to the protection of our natural assets to support recreation, tourism, jobs and economic diversification and to preserve them for future Western Australians.

CODE OF CONDUCT

INCLUSIVE

NO DISCRIMINATION

Suppliers must not unlawfully discriminate against any person based on their age, disability and illness, ethnicity, gender, marital status, pregnancy and maternity, national origin, political affiliation, race, religion, sexual orientation or union membership, in hiring and other business practices.

EQUAL PARTICIPATION

We expect suppliers will demonstrate gender equality (including equal participation of women and men) in their workplace or comply with Workplace Gender Equality reporting requirements as applicable.

ENGAGEMENT OF UNDER REPRESENTED BUSINESSES

We expect suppliers will demonstrate their engagement of Aboriginal Businesses, Australian Disability Enterprises, small to medium enterprises and businesses based in regional Western Australia.

COMMUNITY PARTICIPATION

We expect suppliers will make a positive contribution to their local communities.

ETHICAL

SAFE AND HEALTHY WORKPLACE

We expect suppliers will:

- Provide a safe and healthy working environment for employees, subcontractors and others with whom they interact. This includes freedom from victimisation, bullying and physical, sexual, psychological or verbal harassment.
- Provide employees with adequate supervision, equipment and materials necessary to perform their duties.
- Take all practical and reasonable measures to eliminate workplace fatalities, injuries and disease.
- Ensure fair and reasonable workloads for all employees, and have adequate staff to achieve the required performance level.
- Comply with all applicable laws relating to workplace health and safety.

FAIR AND SECURE JOBS

We expect suppliers will:

- Provide fair working conditions for their employees, including living wages, acceptable minimum and maximum working hours, adequate rest periods, and sufficient leave (including Family and Domestic Violence and Parental leave).
- Provide employees with the appropriate level of awareness and training to perform their role.
- Respect workers' rights to lawfully and peacefully organise, resolve issues collectively or form or join trade unions of their choosing and to bargain collectively.
- Acknowledge that sham contracting may undermine fair employment practices.
- Ensure that parties to a dispute may appoint a person or organisation of their choosing to represent them in the settlement of the dispute.
- Comply with any due diligence, remediation and reporting requirements that result from the Australian Modern Slavery Act and ensure no forced labour or child labour is used.

RESPONSIBLE AND ACCOUNTABLE BUSINESS PRACTICES

We expect suppliers will:

- Comply with all applicable laws preventing bribery, corruption, money laundering and prohibited business practices.
- Avoid conduct that seeks to induce preferential treatment or advantage through the giving of gifts, entertainment or gratuities, outside of diplomatic or cultural exchanges.
- Adhere to fair business practices with their own suppliers, including providing for timely payment and reasonable contractual conditions.
- Ensure that personal activities and interests and those of employees and subcontractors, do not conflict with their responsibilities to the State.
- Ensure that senior management maintains a high level of corporate ethics and that their employees are committed to fair and ethical practices.
- Ensure all intellectual property rights of other parties (including confidential information) are respected.
- Maintain accurate and auditable financial books and business records, including invoicing, in accordance with applicable laws and accepted accounting practices.

SUSTAINABLE

We expect suppliers will:

- Comply with all applicable environmental protection laws.
- Promote a culture that values the environment and acts to protect the environment in which they operate.
- Continuously improve environmental and resource management – avoid, recover, protect.