

RANS AUSTRALIA SUPPLIER PRINCIPLES

From the beginning and now more than 30 years Rans Australia and its subsidiaries have built a legacy of operating in an ethical and socially responsible manner. We understand that it is crucial for our continuing success as a leading wholesaler is our ability to build and sustain strong relationships with our suppliers – relationships based on trust, honesty, integrity and high standards for ethical behavior and legal compliance. These Principles outline Rans Australia's expectations of all suppliers that conduct business with our Company.

We expect our suppliers to support the fulfillment of these Principles by incorporating them in their own internal business processes, which they consistently apply and communicate to their employees, their suppliers, service providers, and subcontractors. Our suppliers should expect the same from us as a company and from each person that works for Rans Australia in any capacity.

ETHICAL BUSINESS PRACTICES

At Rans Australia, we commit ourselves to the values and ethics expressed in our Statement of Business Ethics. The Rans Australia Statement of Business Ethics sets out the standards by which all Rans Australia associates promote a culture of honesty, integrity and legal compliance, including guidance on relations and interactions with suppliers. Suppliers who do business or intend to do business with Rans Australia must share our values and ethical commitments. We deal openly and ethically with our suppliers and, in return, we expect our suppliers to:

- Comply with all applicable laws and regulations, including laws related to countering bribery and corruption, and Rans Australia's standards.
- Maintain independence and impartiality in all business relationships.

- Never engage in bribery or corruption, or offer anyone an improper payment or gift for the purpose of obtaining or retaining business or securing an improper advantage for Rans Australia.
 - Ensure the security, confidentiality, and integrity of Rans Australia, customer and associate confidential information and data.
 - Maintain accurate records in accordance with laws and accepted accounting practices.
 - Cooperate with legitimate regulatory investigations.
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WORKING CONDITIONS

Rans Australia is committed to having a diverse and inclusive workforce where everyone is respected, valued and has a voice in contributing to the wellbeing of business. Our business wellbeing and success is measured by harmonious environment and sincere and valuable partnerships with our stakeholders. We also recognise our responsibility to follow the employment and human rights laws of every country in which we operate. We ask our suppliers to adopt similar practices in their business operations and in their relations with component, raw material and service providers and expect them to:

- Maintain a safe workplace environment (and, if provided, residential facilities) and comply with all applicable laws and Rans Australia's standards regarding working conditions, including accident prevention, health and safety, adequate spacing for social distancing, sanitization safety, fire safety, and electrical, mechanical, and structural safety.
- Implement management systems and controls that identify hazards and assess and control risks.
- Ensure employees, contractors, volunteers, and service providers are not subject to physical, sexual, psychological or verbal abuse, coercion or intimidation.
- Compensate employees for their standard and overtime hours in compliance with local laws.
- Comply with all applicable employment, benefits, work hours and overtime laws, including providing workers at least one in seven days off.
- Respect employees' legal rights on freedom of association and collective bargaining.
- Prohibit the use of child labor.
- Prohibit the use of prison, indentured, bonded, slave, forced or compulsory labor, and human trafficking.
- Employ people on the principle of equal opportunities without discrimination based on age, organizational affiliation, disability, gender, marital or family status, pregnancy, national, social, or ethnic origin, race, religion, community identification, or sexual orientation.
- Ensure equal treatment of women in all aspects of employment.
- Ensure the freedom of movement of workers.

SAFE QUALITY PRODUCTS

At Rans Australia, we take utmost care to ensure that Rans Australia merchandise meets the highest possible quality and safety standards. We have long been a leader in consumer product safety measures to make sure all products we sell meet or exceed product safety requirements. However, Rans Australia cannot meet its product safety and quality goals alone; we rely on suppliers to implement procedures to fulfill our high standards and we expect our suppliers to:

- Comply with all applicable product safety laws and regulations, including applicable state requirements.
- Comply with applicable Rans Australia quality standards.
- Implement and maintain processes and procedures to monitor and test the safety and quality compliance of raw materials, packaging components and final products sold to Rans Australia.
- Maintain accurate records related to product safety and quality compliance and adhere to requests made by Rans Australia team in these regards.



SOCIALLY RESPONSIBLE SUPPLY CHAIN

Rans Australia is dedicated to preventing the sale of products produced at the expense of communities, workers or the environment. We work with suppliers who share our commitment to a socially responsible supply chain and we expect our suppliers and their facilities to:

- Comply with all applicable laws and regulations including applicable state requirements and Rans Australia's standards and sourcing policies including certification requirements.
 - Develop processes and procedures for ensuring that material, component and service providers also conduct their business operations in a socially responsible manner.
 - Comply with all other specific checklists and audit requests as requested by Rans Australia from time to time.
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ENVIRONMENTAL IMPACT

Rans Australia continually seeks to use good judgment with respect to the environmental impact of our business operations, and to develop and implement plans, programs and policies for eliminating or minimising significant threats to the environment. We expect our suppliers to:

- Develop products, packaging and procedures that are environmentally responsible.
- Understand and be aware of significant environmental impacts (negative and positive) of business operations.
- Seek to reduce negative environmental impacts including energy and carbon emissions, waste generation, water usage, and any discharges to the environment.
- Comply with all applicable environmental laws and regulations and Rans Australia standards.
- Demonstrate sensitivity to environmental issues that may impact local communities.
- Develop processes and procedures for the proper and safe handling, storage, Rans Australia portation and disposal of hazardous waste in compliance with all laws and regulations.

COMMUNICATION, COOPERATION AND COMPLIANCE

Rans Australia is committed to working with suppliers to encourage legal and ethical compliance and sound business practices. The relationship between Rans Australia and its suppliers is based on open dialogue and joint efforts.

These Principles are an integral part of our supplier selection process. Rans Australia works with suppliers, industry groups and experts to identify best practices and to develop tools for assessing, monitoring and improving suppliers' performance and compliance. If a supplier fails to meet our requirements, we will take decisive corrective action, up to and including cancellation of contracts and termination of our relationship.

Suppliers are encouraged to contact Rans Australia with any questions or concerns about our expectations and are expected to report a potential ethical or legal violation involving Rans Australia business which may be reported confidentially in local languages. We will never retaliate against someone for raising good faith concerns about potential violations of law, ethics, or Rans Australia policy.