

Supplier Code of Conduct

Objectives and operation of this Code

MyState has adopted The *Modern Slavery Act 2018* (Cth) ("the Act"). The Act requires the identification, assessment and addressal of modern slavery risk across MyState's supply Chain.

The Act defines 'modern slavery' as:

- (a) an offence under Division 270 or 271 of the Criminal Code; or
- (b) an offence under either of those Divisions if the conduct took place in Australia;
- (c) trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); or
- (d) the worst forms of child labour, as defined in Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, done at Geneva on 17 June 1999 ([2007] ATS 38).

This includes (but is not limited to), trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage, the worst forms of child labour and deceptive recruiting for labour or services.

MyState is committed to efficient, effective, economical, ethical and sustainable practices in procurement activities in a manner that minimises and mitigates risks of modern slavery. MyState's commitment to Modern Slavery is a manifestation of a commitment to internationally recognised standards on Social and Environmental sustainability.

This Code sets out MyState's expectations for the conduct of Direct Suppliers, Subcontractors and parties who provide services on MyState's behalf. This Code is based on industry and internationally accepted principles relating to labour and human rights.

In circumstances where MyState becomes aware that suppliers have not conducted themselves consistent with the terms of this Code, MyState reserves the right to request for an independent investigation and will take action as deemed appropriate.

Principles of the MyState Supplier Code

- MyState is committed to uphold human rights in its operations and supply chains;
- MyState's suppliers agree to and adopt the Act, as a minimum standard, for the assessment of modern slavery risks within their own supply chains
- MyState requires all of its suppliers to comply with the provisions and principles contained in this Supplier Code of Conduct.
- MyState expects suppliers to take reasonably practicable steps towards the implementation of these requirements throughout their own supply chains.

- MyState suppliers comply with the provisions in the Act that relate to but not limited to restrictions on child labour and working hours, provision of fair wages and benefits, humane treatment, anti-discriminatory practices, freedom of association and collective bargaining.
- MyState suppliers shall exercise due diligence with their supply chains and develop due diligence policies and management systems in order to identify applicable modern slavery risks and take appropriate actions to mitigate them.

Compliance with applicable laws and regulations

- The scope and operation of the Act, including its enforcement provisions are to be acknowledged by Suppliers to MyState, whether that entity is located, incorporated or otherwise carries out business activities in Australia or abroad.
- In circumstances, where an Australian or different local law, regulation or contractual obligations impose a stricter standard than this Code, those legal requirements must be complied with and prevail to the extent of any inconsistency with this Code.

Grievance, Whistleblowing and Management

- The Supplier shall allow MyState to perform, to the extent reasonably practicable, periodic evaluations of its facilities and operations.
- The Supplier shall perform, to the extent reasonably practicable, periodic evaluations of its facilities and operations and the facilities and operations of its subcontractors and next tier suppliers that provide goods and services to MyState for the purposes of ongoing compliance with the Act.
- The Supplier shall ensure that appropriately trained staff or independent external parties are tasked with investigating complaints in the workers native language. The Supplier shall ensure that all complaints and grievances are treated in strictest confidence and appropriate action is taken to address those complaints and remediate any finding of adverse human rights impacts.
- The Supplier shall maintain records of any reported grievance and outcome of any investigation undertaken as a result of the grievance. The Supplier shall allow to the extent reasonably practicable MyState access to records of any grievance relating to modern slavery upon written request.
- Grievances or complaints related to Modern Slavery can also be escalated directly to MyState Via MyState Grievances channels.

¹ Direct Supplier means a supplier of products or services (whether natural person, corporation or other legal entity) with whom the MyState has a direct contractual relationship (whether express or implied) and who forms part of MyState's supply chains and operations. Subcontract means a supplier or service provider (whether natural person, corporation or other legal entity) who forms part of the Suppliers direct supply chains and operations other than a Direct supplier. This statement is applicable to both MyState Bank Limited ABN 89 067 729 195 and TPT Wealth Limited ABN 97 009 475 629. Both MyState Bank and TPT Wealth are wholly owned subsidiaries of MyState Limited ABN 26 133 623 962.