



SUPPLIER GUIDING PRINCIPLES

Date of Creation: 25 January 2023
Approved by the Board: 16 February 2023
Review Period: Every three years

Purpose

At Lodestone, we want to build enduring relationships with suppliers who do things the right way.

These Supplier Guiding Principles set out our expectations of our suppliers, in the areas of social and environmental responsibility, supply chain, business integrity and speaking up. If you are a supplier to Lodestone, our engagement with you requires compliance and assurance (if requested, from time to time) in these key areas.

Social Responsibility

We expect our suppliers to provide an inclusive and respectful workplace - where diversity is respected and valued, and people are not discriminated against, bullied or subject to harassment on the basis of gender, race, national origin, ethnicity, religion, age, marital status, sexual orientation, disability, or for any other reason.

Health and Safety

Commitment to the health, safety and wellbeing of people is fundamental to ensure that we are all safe and well at the end of every day.

We expect our suppliers to demonstrate excellence in health and safety management. When your people work with us on our sites, everyone needs to comply with health and safety laws, regulations and Lodestone's policies and procedures – and your terms of engagement with us will require you to do so.

Labour and Human Rights

Modern Slavery takes various forms, such as slavery, servitude, forced and compulsory labour, child labour and human trafficking, all of which have in common the deprivation of a person's liberty in order to exploit them for personal or commercial gain.

We expect our suppliers to act ethically and with integrity in all their business dealings and relationships, and comply with all applicable modern slavery laws, statutes, regulations and codes.

Environmental Responsibility

We understand that the decisions we make today, impact tomorrow – especially when it comes to the environment.

We expect our suppliers to conduct their business in accordance with all applicable laws and regulations regarding the protection and preservation of the environment, including those relating to hazardous materials, air emissions, waste and wastewater discharges.

When you are working with us on our sites, your terms of engagement with us will require you to do so.

Your Supply Chain



While we expect you as our supplier to operate in a manner consistent with the expectations set out in these principles, we also expect you to work with your suppliers to satisfy yourself that they also meet these expectations.

Business Integrity

Our relationships with our suppliers are built on trust and integrity, and high standards of moral and ethical conduct are core to Lodestone's values.

We expect compliance with all applicable laws and regulations, including refraining from engaging in any form of corrupt practices, anti-competitive activity and bribery. Our terms of engagement with you will include obligations regarding confidentiality, privacy and intellectual property.

Speaking up

These principles and our policies define our commitment to each other, our customers, people, and stakeholders.

If you think that we are not living up to the standards we set, or have concerns about our business or our peoples' behaviour, we encourage you to let us know. You can raise this with your Lodestone contact, one of our General Managers, our General Counsel or the Chair of the Audit and Risk Committee of our Board.

Review

This policy will be reviewed every three years.