

CP02 Supply Chain Management Policy

CORPORATE POLICY CP02.01	Supply Chain Management		
NEW/ REVISED:	New	DATE EFFECTIVE:	01/05/2019
APPROVAL:	General Manager		
REFERENCE AUTHORITY:	Human Resources		
CROSS REFERENCE:	N/A		

This policy replaces all verbal or written policies previously enacted.

RATIONALE Midway Metals source material and services from a range of suppliers. Midway Metals' recognise that our Supply Chain activities have a broad impact and that our responsibilities extend beyond our own operations and into those of our suppliers. We acknowledge that there are different legal and cultural environments in which suppliers operate around the world, however there are minimum standards that must be met by all and they are set out in this policy.

This policy aims to promote sustainability for our suppliers, clients and staff; to identify minimum standards our suppliers must maintain; and to establish sustainable and ethical practice our suppliers must perform when supplying Midway Metals with goods and/or services.

SCOPE This policy applies to all suppliers supplying Midway Metals with goods and/or services.

POLICY At Midway Metals we expect our suppliers to conduct their operations in a socially and environmentally responsible manner, and we will work collaboratively with our suppliers to encourage compliance with the following principles:

Community Engagement

- Suppliers should have, or be working towards, community engagement programs that address key social issues.

Ethics

Suppliers must:

- Comply with all applicable Australian and international laws, regulations and sanctions in the countries in which they operate, with regards to:
 - Bribery, corruption and prohibited business practices.
- Conduct their business operations in accordance with high ethical standards.
- Ensure that any goods or services supplied to Midway Metals are conflict-free.
- Have a policy or procedure for managing environmental and social performance.
- Maintain a sustainable supply chain to ensure the ethical practices of their suppliers, services providers and contractors.

Environment

Suppliers must:

- Manage their operations to minimise the impact on the environment and community.
- Comply with applicable Australian and international laws, regulations and sanctions in all countries in which suppliers operate with regard to:
 - Waste and recycling;
 - The handling and disposal of toxic substances, discharges and emissions;
 - Land and water management;
 - Transportation of products;
 - Material selection; and
 - Noise.

- Establish and maintain an environmental management plan or policy to identify and minimise the impact of their activities on the environment.

Labour/ Workplace Management

Suppliers must:

- Comply with all applicable Australian and international laws, regulations and sections in the countries in which they operate, with regard to:
 - Employment practices and benefits;
 - Anti-discrimination and
 - Health and safety.
- Strive to provide a workplace free of direct or indirect discrimination or harassment.
- Provide fair pay and working conditions, including adequate rest periods.
- Not use child, forced, bonded or involuntary labour of any form.
- Not act in a discriminatory way based on gender, age, race, nationality, religious beliefs, marital status, disability, sexual orientation, union membership or political affiliation.
- Not allow physical abuse or discipline, or threat of abuse, or any other form of intimidation.

Suppliers should:

- Have written labour/ workplace management policies and standards; and
- Be committed to the provision of training and development for employees.

Workplace Health and Safety

Suppliers must:

- Provide workers with a safe and healthy work environment;
- Comply with all Australian and international laws, regulations and sanctions with regard to workplace health and safety, in all countries in which they operate;
- Have written safety and health policies and standards; and
- Have a documented system to identify and reduce work-related injury and illness.

COMPLIANCE

Suppliers must comply with the standards set out above in each of the areas of the supplier's operations. In selecting and retaining suppliers, Midway Metals will show preference to suppliers that meet the above requirements.

Midway Metals is committed to working with our suppliers to ensure continued compliance with this policy. Suppliers who are non-compliant, or who anticipate they will not comply with this policy must immediately notify Midway Metals at headoffice@midwaymetals.com.au to ensure we can address any issue and implement appropriate action plans.

Authorisation

Name: Shaun Stewart

Position: General Manager

Date: 01/05/2019