
Supplier Code of Conduct



Effective Date: July 4, 2025

1. Purpose and Scope

This Supplier Code of Conduct sets out the minimum standards and expectations for all suppliers, contractors, and business partners ("Suppliers") of Ensemble Solutions Pty Ltd. It applies to all goods and services provided to Ensemble Solutions globally.

2. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, and international laws and regulations, including but not limited to those relating to:

- Labor and employment
- Health and safety
- Environmental protection
- Trade and anti-corruption
- Data protection and privacy

3. Labor and Human Rights

Suppliers must uphold the human rights of workers and treat them with dignity and respect, including:

- No forced or child labour: Employment must be freely chosen, and workers must be above the minimum legal working age.
- Fair wages and working hours: Workers must be paid at least the legal minimum wage and provided with legally mandated benefits. Working hours must not exceed limits set by applicable laws.
- Non-discrimination and equal opportunity: No worker shall be subject to discrimination in employment based on race, colour, age, gender, sexual orientation, religion, disability, or any other protected status.
- Freedom of association: Workers must be free to join or not join labour unions or similar organizations without fear of retaliation.

4. Health and Safety

Suppliers must provide a safe and healthy workplace for their employees by:

- Preventing occupational injuries and illnesses
- Identifying and mitigating health and safety risks
- Providing appropriate personal protective equipment and safety training
- Maintaining emergency preparedness and response procedures

5. Environmental Responsibility

Suppliers are expected to minimize the environmental impact of their operations, including:

- Complying with environmental laws and regulations
- Reducing waste, emissions, and energy consumption
- Managing hazardous substances responsibly
- Promoting the use of sustainable materials and practices

6. Ethical Business Practices

Suppliers must conduct their business with integrity, including:

- No corruption or bribery: All forms of corruption, extortion, and bribery are strictly prohibited.
- Fair competition: Suppliers must compete fairly and comply with antitrust and competition laws.
- Conflicts of interest: Suppliers must disclose any actual or potential conflicts of interest with Ensemble Solutions.
- Data security: Suppliers must protect confidential and personal information and comply with relevant privacy laws.

7. Management Systems and Accountability

Suppliers must:

- Implement appropriate systems to ensure compliance with this Code
- Monitor their practices and those of their subcontractors
- Cooperate with any audits or assessments by Ensemble Solutions
- Promptly report any violations of this Code or misconduct through appropriate channels

8. Continuous Improvement

Ensemble Solutions encourages Suppliers to continuously improve their operations and practices in alignment with this Code. We value long-term partnerships based on shared values of transparency, respect, and accountability.

Acknowledgment

By supplying goods or services to Ensemble Solutions, the Supplier acknowledges and agrees to comply with this Supplier Code of Conduct.

Approved by:

Archival Garcia, Founder & CEO

Ensemble Solutions Pty Ltd

July 4, 2025