

Ezko Property Services Pty Ltd

Website: www.ezko.com.au

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Supplier Code of Conduct



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Supplier Code of Conduct

Guiding Principles

Ezko Property Services are currently developing our supplier code of conduct policy (The Code). We plan to use this code to evaluate existing and new supply agreements and align with supply partners who share our values and principles.

We will expect our supplier partners to support and embrace our policy and that they influence and guide their own supply chain to adopt the principles of this code.

The preface of the draft policy is that Ezko will evaluate supply agreements and supplier services using economic viability, social responsibility, and environmental protection as filters for decisions. Our business operations must be symbiotic with our corporate social responsibility commitments as a good corporate citizen whose decisions and operations reflect both the expectations of its customers and society in general.

“Our suppliers represent our brand.”





Human Rights

Ezko is committed to fostering a culture in which people have opportunities to do and be their best.

Our suppliers comply with all relevant laws and regulations including employment, anti-discrimination, benefits and health and safety.

Suppliers shall not employ children at an age where education is still compulsory. Children below the legal minimum age, shall not be employed.

Our suppliers will provide a harassment free, voluntary workplace and will not use forced, or indentured labour. Our employees are free to terminate their employment with reasonable notice.

Freedom of Association and Non-retaliation

Ezko Suppliers do not interfere with worker's freedom of association. Employee representatives shall not be subject to discrimination or termination for exercising their employee rights, submitting concerns, being union members, or reporting suspected legal violations.

Fair Work Act & Workplace Laws

Ezko expect our suppliers to be compliant with the Fair Work Act and all other Australian Workplace laws.

Employee Development

We support the career development of our employees by providing opportunities to develop skills through experiences and training. We balance internal promotions and experience with fresh ideas from external recruits.

Our suppliers are encouraged to provide relevant training and development opportunities to their employees.

Diversity

Ezko promotes equal opportunity and actively encourages workplace diversity. We provide a workplace that is free from discrimination.

Like Ezko, our suppliers are expected to promote an inclusive workplace valuing employee differences such as sex, race, gender, age, disability, sexual preference and culture.

Discrimination

Ezko's suppliers support and encourage a workplace of their own that is free of discrimination, bullying or harassment.

Workplace Health and Safety

The health and safety of our employees and suppliers is of paramount importance to us. We believe that a zero-harm policy is the standard we and our suppliers need to attain and maintain including.

- Comply with all relevant WH&S laws including health related benefits.
- Actively prevent worker exposure to potential safety hazards
- Have and promote health and safety policies.
- To document any injury and illness & have a process to prevent injuries.

Environment

Suppliers are expected to minimise their environmental impact. All relevant permits are required to be obtained and maintained.

Life Cycle

It is important for us that we leverage our purchasing power to strengthen sustainable markets and the regional economy.

Water

Ezko is continually seeking better methods and equipment to ensure efficient and sustainable use and management of water. We expect our suppliers to employ a similar commitment in the areas with which they have control.

We and our suppliers shall contribute to environmental and public health objectives such as reducing hazardous chemicals, air contaminants, and greenhouse gas emissions by increasing demand for sustainably manufactured products.

We shall, whenever practical, show contractual preference for suppliers that utilize "closed loop" take back/product stewardship programs. We shall specify whenever practical, purchased goods that can be disposed of in a responsible manner (recyclable, compostable, and reusable).

Climate Change and Energy

We aspire to achieve carbon neutral operations and we expect our suppliers to work towards similar aspirations by committing to reduce their carbon emissions.

Waste & Resource Management

The Ezko philosophy strives to utilise resources efficiently such that we and our suppliers use only what is needed. Further, we aim to maximize the lifecycle and eventual disposal of waste minimizing harm to the environment.

Waste

We encourage our suppliers to reuse and recycle materials minimising waste volumes including waste to landfill.

Performance and Evaluation Criteria

All suppliers are measured on the following criteria:

- Quality of product / service

- Safety standards of product / service
- Life Cycle analysis / Sustainable / Environmental standards of product / service
- WH&S / Environmental and / or Quality documentation
- Relevant Insurances / Certificates
- History of satisfactory performance
- Marketplace Feedback
- Price negotiation / Quote
- Delivery of product / service

Whistle Blower

Ezko believe in the need for transparency and open communication. The standards described here are vital to our future success. Any concerns about matters outlined here should be reported to consultation@ezko.com.au

All matters raised will be treated confidentially and on a non-retaliatory basis.

Corporate Governance, Business Conduct and Ethics

Effective corporate governance is of critical importance to Ezko and our stakeholders. Our board is focused on improving our processes as a fundamental requirement of our business as we grow. We expect our suppliers to demonstrate high standards of ethics and to comply with all laws and regulations in respect of prohibited trade and business practices including corruption, bribery etc.

