



SUPPLIER PRINCIPLES

Responsible business at Brisbane Airport



Brisbane Airport Corporation (**BAC**) is proudly working to live our vision of connecting the world and creating the future. We can only do that with partners who respect the supplier principles articulated here.

These Supplier Principles (**Principles**) apply to all persons working with BAC including suppliers, supplier employees, contractors, consultants, and subcontractors (**Suppliers**). Our Suppliers must communicate these Principles to their related entities, and their own suppliers and subcontractors who support them in supplying to BAC. Suppliers may demonstrate their commitment to these Principles through meeting their own similar standards for their own activities and in managing their own suppliers and sub-contractors.

1. Acting responsibly

Suppliers are ethical and responsible in their dealings with others. They:

- comply with all applicable laws and regulations
- do not engage in nor allow, bribery, corruption, or other unethical business practices
- avoid conflicts of interest and, where not avoidable, manage them transparently; and

- maintain a whistleblower policy or other mechanism to encourage the confidential reporting of concerns without fear of detriment.

2. Respect for labour laws and human rights

Suppliers conduct their activities in a manner that respects, supports, and protects human rights. This includes:

- ensuring that no child labour, nor any form of forced, bonded or compulsory labour, is used
- providing fair pay and working conditions that meet applicable laws (at minimum)
- respecting the right to freedom of association and the right to bargain collectively
- complying with all applicable laws and regulations regarding working hours
- providing a safe and secure workplace free from harassment, discrimination, and bullying; and
- fostering an inclusive workforce including differences in gender, age, ethnicity, sexual orientation, and religion.

3. Maximise health and safety

Suppliers are committed to providing a safe working environment that minimises risk to health and wellbeing and can demonstrate a systematic approach to health and safety management. They:

- comply with applicable health and safety laws and regulations
- have documented workplace, health and safety policies, systems and procedures that articulate their commitment to health and safety; and
- record, monitor, manage and report on, health and safety risk and incidents.

4. Minimise environmental impact

Suppliers manage their environmental impacts responsibly to minimise adverse effects from their operations on the communities (both people and natural) in which they operate. Suppliers:

- comply with applicable environmental laws and regulations
- obtain and keep current all necessary environmental permits, approvals and registrations
- have documented environmental policies, systems and procedures that articulate their commitment and approaches for achieving environmental protection and sustainability
- identify, assess, manage, and mitigate environmental risk and, as appropriate, communicate their environmental performance; and
- seek opportunities to improve sustainable outcomes for their operations, products, services, and the local communities in which they operate.