

TURNERS AUTOMOTIVE GROUP SUPPLIER CODE OF CONDUCT

Turners Automotive Group (the Group) and its subsidiaries, are committed to ethical, responsible and sustainable conduct. The goal of this Supplier Code of Conduct (Code) is to set expectations with suppliers on supplier conduct, sustainability and social responsibility, and to ensure all suppliers comply with applicable laws and regulations when conducting business with the Group.

This Code outlines the expectations the Group has of our suppliers, and their suppliers or sub-contractors:

1. Ethical Business

Our suppliers should:

- conduct their business activities in accordance with all applicable laws, regulations and ethical standards of all countries where they do business, including competition and fair trading laws, insider trading laws, environmental laws and regulations, and anti-corruption laws.
- not engage in any form of corruption including bribery, facilitation payments, extortion, money laundering or other illegal or unethical gratuities.
- be transparent about their business practices, including by maintaining accurate financial and business records.
- pay their subcontractors promptly.
- adequately protect (including by maintaining confidentiality over) any information, assets, tools and materials provided by the Group to the supplier and return these promptly when requested; and
- disclose any actual, perceived or potential conflict of interest to the Group.

2. Human Rights and Labour Standards

Our suppliers should:

- adhere to international human rights standards in their workplace and monitor and address these standards within their supply chain (including by monitoring and addressing employment practices, human rights, discrimination, harassment, equal opportunities, and global labour standards).
- comply with New Zealand employment standards (including legal requirements on working hours, minimum wage, overtime and maximum hours).
- oppose modern slavery in all forms (including human trafficking, slavery, servitude, forced labour, deceptive recruiting of labour and services, child labour and slavery-like practices).

3. Health and Safety

Our suppliers should:

- ensure that all employees, agents and sub-contractors comply with all regulatory and statutory requirements in relation to workforce and health and safety policies.
- provide policies and procedures for health and safety which meet legal requirements; and
- ensure there is sufficient training and protection for employees to provide a safe and secure workplace.

4. Environmental Management

Our suppliers should:

- ensure that all employees, agents and sub-contractors comply with all applicable laws, regulations and standards regarding the mitigation of impact on, and protection of the environment.
- establish programs that seek to reduce the environmental impact of their operations and supply chain.

5. Turners Automotive Group Requirements

Suppliers should ensure they have systems and processes in place that are suitable for complying with this Code. They should be able to provide the Group with documentation which demonstrates this.

We may monitor our suppliers and ask about their business practices through questionnaires to help us identify and assess potential risks.

The standards of this Code are in addition to, and not in lieu of, provisions of any legal agreement or contract between Suppliers and the Group.

We reserve the right to audit compliance with this Code in accordance with criteria formulated by us.