



Subcontractor Code of Conduct

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1. Introduction

The purpose of this Subcontractor Code of Conduct is to present the responsibilities, actions, and behaviours of the Subcontractors that we partner with to ensure that the services provided meet the specified standards of CSE Global (Australia) Pty Ltd and the customers we proudly work for.

This Subcontractor Code of Conduct applies to all Subcontractors engaged by CSE Global (Australia) Pty Ltd and its business entities, which include:

CSE Crosscom Pty Ltd

CSE-Uniserve Pty Ltd

CSE New Zealand Limited

RCS Telecommunications Pty Ltd

hereinafter referred to as **CSE**.

2. Subcontractor Code of Conduct

CSE partners only with qualified and skilled subcontractors who commit to delivering quality goods and services, on time and within budget in a reasonable way, considering our people, the environment, safety, and quality principles.

To this end, CSE strives to meet the highest standards in relation to human rights, the environment, safety, and quality in the industry, and we expect the same standard and principles from our subcontractor organisations. As such, CSE expects our subcontractors to commit to the following:

2.1. Compliance with Laws and Regulations

CSE Subcontractors must be familiar with and follow all applicable laws, regulations, and codes at all times during the performance of the work. Our subcontractors must ensure that lower-tier subcontractors are held to an identical standard within their subcontract agreements and purchase orders for any portion of the work.

2.2. Health, Safety and Environment (HSE)

At CSE, one of our core values is '**We Never Compromise on Safety**', and we expect our subcontractors to follow this value too. We expect our Subcontractors to fully understand and comply with all site safety requirements (whether of CSE, or our customer). Our Subcontractors must always work in a safe and responsible manner, to protect themselves, the environment, and all other personnel.

Any HSE related issues on site (including incidents and injuries) must be reported as per site requirements and to CSE as soon as reasonably practicable. Our Subcontractors agree that at all times, they will comply with CSE's requirements on incident reporting and will assist CSE in compiling and submitting an incident report as and when required.

Subcontractors are required to provide copies of pre-start meetings, safe work method statements or equivalent and Take 5 documents; and where required, to attend site-based meetings, inductions, or incident investigations at their own cost.

If a Subcontractor feels in any way that they cannot complete their scope of work in a safe manner or a manner that would have negative environmental impacts, they must immediately inform the relevant CSE Manager, so that appropriate controls can be put in place.

Under our HSE Management System, we expect our Subcontractors to be always fit for work and free from the influence of drugs and alcohol.

Subcontractor's employees are to be provided and suitably equipped with the relevant Personal Protective Equipment (PPE) while working for or representing CSE. They are also required to be suitably presentable in professional manner.

2.3. Quality and Performance

At CSE, one of our core values is '**We Strive for the Highest Level of Quality and Performance**', and we expect our Subcontractors to follow this value too.

Subcontractors are expected to meet recognised quality standards and/or contractually agreed quality requirements to:

- provide goods and services that consistently meet CSE's and our customers' needs.
- control processes, products, and services that are provided by the subcontractor
- ensure that externally provided processes, products and services conform to all requirements set out in the purchase order or contractual agreement issued to the subcontractor.

Subcontractors who are not ISO 9001:2015 certified, will be required to work directly under the CSE Quality Management System and any existing quality management system, including documentation, will be subject to review by CSE prior to commencement of works as per completed Subcontractor Questionnaire Section 9. Quality Management System.

2.4. Skills, Experience and Equipment

CSE expects that all labour provided under the scope of works will be suitably qualified, skilled, and experienced. If requested to do so, they agree that they will provide copies of qualifications, certificates, and tickets as verification.

All Subcontractor's equipment must be fit for the purpose for which it was intended. All electrical equipment must be tagged and tested under the relevant State's and Territory's test and tag regulations. Equipment requiring calibration must hold relevant certification and be presented when requested to do so.

2.5. Corporate Social Responsibility

CSE is an equal opportunity employer and employment decisions are made without regard to race, colour, gender, age, religion, national origin, ancestry, physical or mental disability, sexual orientation, gender identity, caste, and other grounds for discrimination prohibited by applicable law.

CSE expects that subcontractors will have employment policies and practices that prohibit employment decisions being made with regards to any legally protected characteristics.

Furthermore, CSE is committed to the highest standards of ethical conduct and seeks to do business only with subcontractors who share these values. We conduct our business transactions fairly, properly, and impartially and expect the same from our subcontractor partners.

2.6. Modern Slavery

CSE is committed to respecting all human rights wherever we operate, in accordance with the United Nations Guiding Principles on Business and Human Rights.

CSE will not tolerate or condone any activities that support human trafficking, slavery, servitude, or forced or compulsory labour.

We expect our subcontractors to adhere to the laws that require them to treat workers fairly and provide a safe and healthy work environment. In addition, CSE expects subcontractors to:

- Employ workers at or above the applicable minimum age requirement.
- Maintain a workplace free from threats of violence, physical abuse, or other conduct that fails to respect the safety and dignity of a worker.
- Comply with applicable wage laws and, upon end of employment, pay for return transportation costs for workers recruited from outside the country.
- Not charge workers recruitment fees or utilise firms charging workers such fees, and not utilise fraudulent or misleading recruitment practices.
- Not withhold a worker's passport or original immigration or personal documents.
- Provide workers a process for escalating and reporting concerns without retaliation.

We fully expect that our subcontractors will ensure that lower-tier subcontractors give an identical representation in their subcontracts and purchase orders for the performed work.