



SUPPLIER CODE OF CONDUCT

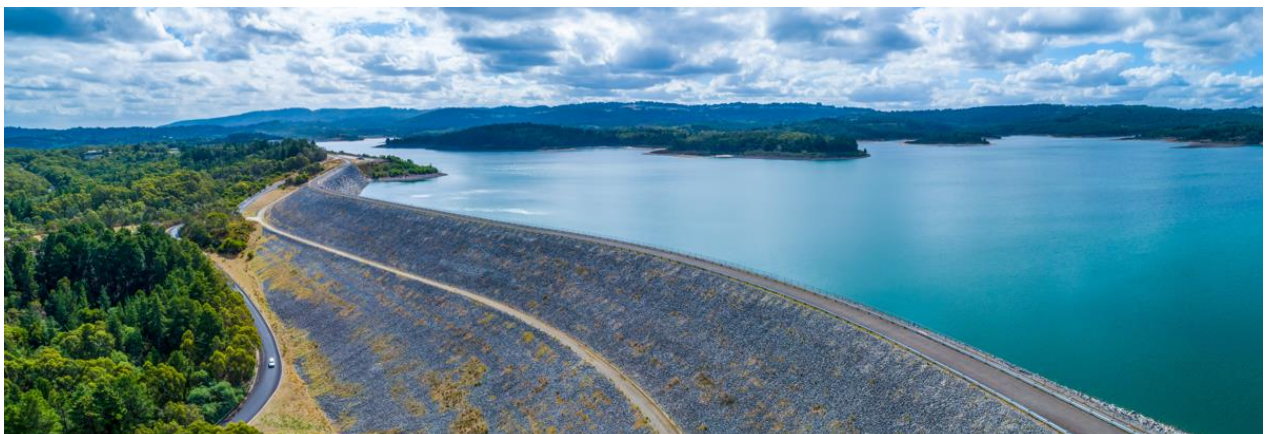


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1. INTRODUCTION

1.1 Definitions

Employees All staff, contractors, consultants and temporary workers of the Pacific Energy group of companies (Group).

CEO Chief Executive Officer

1.2 Objective

The Group aims to conduct business in a safe, responsible and equitable manner, in compliance with all applicable laws, regulations and recognised standards consistent with the Group's corporate values.

The Group has embedded these principles as part of its sourcing and procurement processes and seeks to engage in business with suppliers who share these values and adhere to the minimum requirements outlined in this document.

The Group expects all suppliers to comply with reasonable Australian community standards of ethics and business practices including adherence to the Group's Supplier Principles as outlined below.

Compliance with the minimum requirements outlined in each area is a requirement of conducting business with the Group.

1.3 Scope

The principles outlined in this policy apply to all third-party suppliers and contractors engaged to provide goods or services to the Group and its controlled entities, irrespective of the geographical location of their operations.

2. PRINCIPLES

2.1 Corporate Governance and Ethics

Robust corporate governance provides the foundation for professional, responsible and ethical business practices and are central to the Group's approach to business. The Group will favour suppliers who can demonstrate having established a strong governance framework and who have adopted ethical standards.

Suppliers must comply with all applicable laws and regulations on bribery, corruption and prohibited business practices.

Suppliers must conduct business in an ethical, equitable and professional manner and disclose any part of their business operations that may not meet reasonable Australian community standards of ethics and business practices.

2.2 Risk Management

Timely identification of business risk allows for risk mitigation and management and contributes to value creation for the Group and its stakeholders. The Group will favour suppliers with a robust and documented risk management framework covering environmental, social and corporate governance (ESG) risks.

2.3 Workplace Health and Safety (WHS)

A safe, healthy and secure work environment is of paramount importance to the Group. The Group will favour suppliers who share similar values and have policies and programs aimed at promoting a safe, healthy and secure workplace in accordance with all relevant WHS laws and regulations.

Suppliers must comply with the Group's WHS requirements.

2.4 Environmental Management

The Group aims to reduce the direct environmental impact of its operations and that of the activities occurring along its supply chain. The Group will prefer suppliers who act responsibly in managing the environmental impacts of their business operations.

At a minimum, suppliers are expected to:

- Comply with all relevant local and national laws and regulations on environmental management and reporting.
- Strive to reduce environmental harm by maximising the efficient use of natural resources, energy, water and raw materials and minimise pollution (inclusive of greenhouse gases pollutions) and waste.
- Comply with the Group's environmental requirements.

2.5 Community

The Group contributes to community development through a number of initiatives, including direct investment, sponsorships, and strategic partnership with charitable organisations. The Group prefers that its suppliers share similar values in relation to community contribution.

2.6 Supply Chain

The Group aims to collaborate with its suppliers to minimise adverse social, economic and environmental effects of activities occurring along its supply chain. The Group will work with suppliers to ensure they follow our sustainable practices to meet the expectations of the Group and the community.

3. REVIEW

The CEO will monitor the effectiveness and review the implementation of this policy, considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible.

All employees are responsible for the success of this policy and should ensure they use it to disclose any suspected wrongdoing.

Employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Company Secretary.

This policy will be reviewed annually by 20 December.

A handwritten signature in blue ink, appearing to read 'Jamie Cullen', followed by a small horizontal line.

Jamie Cullen
Group CEO

7 October 2020

4. POLICY VERSION CONTROL

Date	Author/Department	Version Number	Change Summary
26/05/2020	M Macaskill	1.0	Original
07/10/2020	J Cullen	1.0	Approved