



EGR Group and Supplier CSR and Sustainability Policy

Policy Objective

EGR Group is committed to operating responsibly and sustainably, with a focus on generating positive social, environmental, and economic impacts. This policy sets forth EGR's Corporate Social Responsibility (CSR) and Sustainability principles, establishing requirements for both EGR and its suppliers to ensure alignment with our values and commitments to sustainable development.

Scope

This policy applies to all EGR Group operations, subsidiaries, suppliers, contractors, and any third-party entities involved in the EGR supply chain.

Policy Statement

EGR Group recognizes its role and responsibility in promoting sustainability and ethical business practices across its operations and supply chain. Our goal is to work collaboratively with our suppliers to uphold high standards of environmental protection, social equity, and economic development.

Guiding Principles

EGR's CSR and Sustainability Policy is founded on the following guiding principles:

1. Human Rights and Fair Labour Practices

- EGR is committed to respecting human rights as outlined in the Universal Declaration of Human Rights and requires all suppliers to uphold similar standards.
- Suppliers must prohibit forced labour, child labour, and discrimination in all forms and must provide safe and fair working conditions, including fair compensation (See EGR Modern Slavery Statement Doc. #119216).

2. Working Hours Policy

- EGR and its suppliers must comply with applicable laws and industry standards regarding working hours, overtime, and rest periods.
- Employees must not be required to work excessive hours and should receive fair compensation for overtime in accordance with legal and contractual obligations.

3. Ethical Recruiting Policy

- EGR and its suppliers must ensure fair and transparent recruitment processes, free from coercion, deception, or fees charged to workers.
- All employees must be hired voluntarily and provided with clear terms of employment before commencing work.

4. Freedom of Association and Collective Bargaining

- EGR and its suppliers must recognize and respect employees' rights to freely associate, join trade unions, and engage in collective bargaining.
- No employee shall suffer retaliation or discrimination for exercising these rights.

5. Women's Rights Policy

- EGR is committed to gender equality and expects suppliers to uphold policies that promote equal opportunities and fair treatment for women in the workplace.



- Suppliers must take proactive measures to prevent discrimination, harassment, and gender-based violence, ensuring a safe and inclusive work environment.

6. Financial Responsibility and Accurate Records

- EGR Group is committed to maintaining the highest standards of financial integrity and accountability. All employees, departments, and subsidiaries must ensure that:
- Financial records are accurate, complete, and in compliance with applicable accounting standards, legal requirements, and internal controls.
- All transactions are properly documented and traceable.
- No undisclosed or unrecorded accounts, assets, or liabilities exist.
- Falsification of records, misrepresentation of financial data, or deliberate omission of material facts is strictly prohibited.
- All personnel involved in financial reporting or bookkeeping must undergo periodic training and internal audits will be conducted to ensure compliance with this policy.

7. Counterfeit Parts Prevention

- EGR Group has zero tolerance for counterfeit parts and materials. To maintain the integrity and reliability of our products:
- All suppliers must provide documentation verifying the authenticity and traceability of parts and materials supplied.
- Incoming goods are subject to inspection, verification, and testing to detect any signs of counterfeit or fraudulent parts.
- Any discovery or suspicion of counterfeit parts must be reported immediately to the Compliance and Quality Assurance teams.
- Suppliers are required to implement quality management systems to prevent the procurement or use of counterfeit parts, and to cooperate fully in any investigation.
- Violations may result in termination of contracts, legal action, and notification to regulatory authorities.

8. Export Controls and Economic Sanctions

- EGR Group complies with all applicable export control laws and economic sanctions imposed by relevant jurisdictions, including but not limited to those of Australia, the United States, the European Union, and the United Nations.
- Products, software, and technology subject to export controls must not be exported, re-exported, or transferred to sanctioned countries, individuals, or entities without appropriate licenses.
- All business units must screen customers, vendors, and transactions against current sanctions and denied party lists.
- Employees involved in international trade must receive regular compliance training.
- Violations of export control or sanctions laws can result in severe penalties, including fines, imprisonment, and reputational damage. Employees are expected to report any potential violations to the Legal or Compliance department immediately.

9. Environmental Responsibility

- EGR prioritizes reducing its environmental footprint and expects suppliers to do the same. Suppliers must adhere to practices that minimize pollution, conserve resources, and reduce emissions in line with the Paris Agreement.



- EGR requires suppliers to implement systems for monitoring and reporting their environmental impact and to adopt sustainable practices, including energy efficiency, waste reduction, and responsible water use.

10. EGR Group Environmental Responsibility Policies

EGR Group has adopted the following policies as part of its commitment to environmental stewardship and sustainable business practices. These policies support our efforts to meet our environmental responsibilities, reduce our ecological footprint, and align with our Environmental Policy and the ISO 14001 framework. They guide both internal operations and supplier expectations across our global value chain.

- **Renewable Energy Policy**
- EGR Group supports the shift to renewable energy, sourcing electricity from certified providers and encouraging suppliers to do the same while reporting annual energy use and carbon data.
- **Air Quality Policy**
- EGR Group limits air pollutant emissions by meeting legal standards and working with suppliers who manage emissions and support air quality improvements.
- **Reuse and Recycling Policy**
- EGR Group advances circular economy goals through waste segregation and recycling, and expects suppliers to minimize landfill use, design for recyclability, and share material impact data when needed.
- **Animal Welfare Policy**
- EGR Group prohibits sourcing from operations involving animal cruelty and requires suppliers to follow recognized animal welfare standards.
- **Soil Quality Policy**
- EGR Group avoids practices that harm soil and requires suppliers to manage chemicals and waste to prevent contamination or erosion.
- **Noise Emissions Policy**
- EGR Group controls facility noise to meet legal standards and safeguard people and communities, requiring suppliers to maintain equipment and submit mitigation plans when needed.

11. Business Ethics and Transparency

- EGR maintains high ethical standards and expects all suppliers to conduct business with integrity, transparency, and accountability.
- Suppliers must comply with [anti-bribery](#) / anti-corruption laws and regulations, prevent conflicts of interest, and maintain transparent practices throughout the supply chain.

12. Health and Safety

- EGR is committed to ensuring safe and healthy workplaces for all individuals involved in our operations and requires suppliers to follow industry best practices for workplace safety.



- Suppliers must implement health and safety protocols, provide appropriate training to employees, and continuously monitor and improve safety practices.

13. Community Impact and Engagement

- EGR recognizes the importance of positively impacting local communities and requires suppliers to operate in a manner that respects local cultures, promotes economic empowerment, and reduces adverse impacts.
- Suppliers are encouraged to engage with local communities, creating opportunities for employment and community development.

14. Supply Chain Due Diligence and Risk Management

- EGR will conduct regular due diligence to assess and address risks in the supply chain, especially in areas such as human rights, environmental sustainability, and ethical practices.
- Suppliers must be transparent and provide documentation as needed to demonstrate compliance with EGR's standards and must proactively identify and mitigate any risks that could affect EGR's commitments to sustainability.

15. Innovation and Continual Improvement

- EGR encourages suppliers to innovate and continually improve their sustainability practices, adopting new technologies and processes that contribute to a more sustainable supply chain.
- Suppliers are encouraged to set sustainability targets, monitor progress, and share best practices to foster an ecosystem of collaboration and improvement.

Supplier Requirements

[EGR Group mandates that tier-1 suppliers pass on our sustainability and compliance standards through contracts, training, and performance reviews across their supply chains.](#)

To partner with EGR, suppliers are required to:

- Sign and adhere to EGR's Supplier Code of Conduct, which aligns with this CSR and Sustainability Policy.
- Demonstrate commitment to ethical labour practices, environmental sustainability, and business integrity.
- Allow EGR or its authorized representatives to conduct audits, assessments, or visits to verify compliance with these requirements.
- Report any actual or suspected breaches of this policy promptly, providing transparency and cooperating in corrective actions.

Monitoring and Accountability

EGR will implement a monitoring system to track supplier performance on CSR and sustainability. This includes regular reviews, audits, and assessments to ensure alignment with EGR's standards.

Non-compliance will be addressed through corrective action plans. Failure to comply with this policy may result in contract termination or removal from EGR's supply chain.

Grievance Mechanism

EGR provides a confidential grievance mechanism for employees, suppliers, and external stakeholders to



report concerns related to ethical practices, human rights, and environmental impact. Grievances will be handled with confidentiality, fairness, and transparency.

Continual Improvement and Training

EGR is committed to continual improvement in CSR and sustainability, providing training and resources to employees and suppliers to support these efforts. Supplier engagement initiatives and workshops will be offered to promote best practices and foster a collaborative approach to sustainable development.

Review of Policy

This policy will be reviewed periodically to ensure relevance and alignment with global standards, emerging sustainability practices, and EGR's corporate goals.

This policy enables EGR Group and its suppliers to maintain a responsible, transparent, and ethical supply chain that aligns with our corporate values and contributes positively to society and the environment.