

Brambles

Supplier Policy

Brambles Limited

Revised: 1 January 2020

Version 2.0

SUPPLIER POLICY

Brambles is committed to being a responsible and valuable partner in the supply chain, continuing to build a sustainable business that serves its customers, employees and shareholders and the communities in which they live.

A strong and dynamic supplier base is essential to Brambles' long-term success. Brambles relies on the expertise and skill of suppliers to meet customers' changing needs, and we only work with suppliers that comply with all applicable laws, including all applicable labour, employment, environmental, human rights, wage and hour, and health and safety laws.

At Brambles, we are committed to achieving Zero Harm. This means we are working towards zero injuries, zero environmental damage and zero detrimental impact on human rights. This commitment is outlined in our Zero Harm Charter. As for our own employees, we expect our suppliers to work safely and with respect for the environment and human rights.

Brambles is committed to working with its suppliers to develop more efficient, safer and sustainable supply chains by abiding by the principles and values outlined in its Code of Conduct and Zero Harm Charter which are implemented through local business policies, namely:

- All business should be conducted in accordance with the laws and regulations of the countries in which the business is located;
- We expect our suppliers to compete fairly in the markets in which they operate;
- We expect our suppliers to comply with the principles outlined in our Anti-bribery Policy. Corrupt practices are unacceptable. No bribes or similar payments will be made to, or accepted from, any party. Further, suppliers must not offer gifts above a modest value to any Brambles employee. No Brambles' employee will accept gifts above a modest value, and no gifts or hospitality will be accepted in the lead up to or during a tender process or contract negotiations;
- Our suppliers acknowledge that Brambles' equipment (pallets, RPCs and containers) is owned by Brambles at all times. Unless specifically agreed in writing, we do not sell our equipment and we have the right to recover our equipment.
- The words and actions of our suppliers should show respect for the diverse range of people and cultures with whom we work and for their human rights;
- We expect our suppliers to create and maintain a culture of diversity and inclusion;
- We expect our suppliers to abide by the principles outlined in the human rights statement in the Code of Conduct and our Human Rights Policy. They must comply with the same minimum working age requirements and ensure that all forms of forced labour are prohibited in their businesses as well as those of their supply chains. ;
- As we must work safely and apply industry best practice to health, safety and wellbeing, so too should our suppliers;
- We expect our suppliers to follow the principles outlined in our Zero Harm commitment.
- It is a minimum requirement that all supplier operations comply with all relevant environmental laws and regulations;

- Our suppliers should seek to minimise their environmental footprint, in turn helping Brambles to minimise its customers' negative effects on the environment;
- We expect our suppliers to have a proactive approach to environmental risk management and manage natural resources responsibly; and
- We require major suppliers in sectors with a high environmental impact to provide evidence of their systems for ensuring good environmental performance.

Brambles will:

- be fair and honest in all dealings with suppliers and subcontractors and make payments in accordance with agreed terms;
- use transparent and appropriate processes to procure goods and services;
- provide an environment that enables and encourages the sharing of information and ideas between Brambles and its suppliers;
- develop and publicly report key metrics that communicate:
 - our conduct and dealings as a procurer of goods and services; and
 - the environmental and social performance of our suppliers.
- give preference to suppliers that can demonstrate their commitment to sustainability performance; and
- develop and use appropriate measures to assess the performance of strategic suppliers and those that are engaged in areas or activities that are considered by Brambles as of higher risk. Brambles expects its suppliers to be transparent in regularly assessing their performance.

Brambles' businesses will develop and implement process and reporting frameworks that can be deployed and administered throughout the Group at the operational level, including key performance indicators. In addition, Brambles' businesses may have specific sourcing policies with which relevant suppliers need to comply (eg lumber).

Suppliers and employees should report any queries or concerns. If in doubt, seek advice from your line manager or any member of the Legal Team.

Responsibility for the implementation of this policy and review resides with Brambles' Executive Leadership team.

This policy will be reviewed regularly. The first review will occur 12 months after its initial implementation, then every two years thereafter.