

Supplier Code of *Conduct*

Shockwave Media Pty Ltd · ABN 26 606 414 493 · Based in NSW, Australia

Version v1.0 Approved 8 October 2026 Effective 8 October 2026 Owner Managing Director
Next review October 2027

Document control

VERSION	DESCRIPTION	APPROVED BY	APPROVAL DATE	EFFECTIVE DATE
v1.0	Initial release	Daniel Hooper, Managing Director	8 October 2026	8 October 2026
Policy owner	Daniel Hooper, Managing Director			
Applies to	All suppliers, contractors and service providers to Shockwave Media Pty Ltd, and their subcontractors involved in supplying us			
Review	Annually. Next review due October 2027, or earlier if law, contract requirements or our operations change materially.			
Published at	shockwavemedia.com.au/government/policies/			

01 Purpose

This Code sets out the minimum standards we expect of our suppliers. It supports our Modern Slavery Statement and Policy, our Information Security Policy, our Privacy Policy and our Work Health and Safety Policy, and the obligations our government customers place on us. Suppliers must comply with all applicable laws, and with this Code where it sets a higher standard. This Code is consistent with the NSW Government Supplier Code of Conduct, which applies to us as a government supplier.

02 Human rights and labour

- ◆ No forced, bonded, trafficked or prison labour, no slavery or servitude, and no child labour.
- ◆ No deceptive recruitment, recruitment fees charged to workers, or withholding of identity documents.
- ◆ Pay at least lawful minimum wages and entitlements, and keep working hours within legal limits.
- ◆ Respect freedom of association, and do not discriminate, bully or harass.
- ◆ Take reasonable steps to make sure your own suppliers meet the same standards, and include equivalent terms in your contracts with them.

03 Health and safety

Provide a safe working environment, comply with work health and safety laws, and consult, cooperate and coordinate with us where duties overlap.

04 Information security and privacy

Protect our and our clients' information, comply with the Privacy Act 1988 (Cth) and any security requirements in your contract, keep government client data in Australia unless we agree otherwise in writing, and tell us within 24 hours of becoming aware of any suspected or actual security incident or data breach affecting our or our clients' information. Do not perform, store or subcontract work on our government engagements outside Australia, or subcontract it to anyone else, without our prior written approval. Do not enter our or our clients' information into AI tools or services unless we have approved the tool and the use in writing.

05 Ethics and environment

Act with integrity: no bribery, corruption or improper gifts; declare conflicts of interest; and compete fairly. Comply with environmental laws and look for practical ways to reduce waste and emissions, including responsible disposal of ICT equipment.

06 Monitoring, reporting and remediation

- ◆ We may ask you to complete a questionnaire, give information about your supply chain, or show how you meet this Code.
- ◆ Tell us immediately if you become aware of actual or suspected modern slavery, or a serious breach of this Code, connected with your supply to us.
- ◆ Anyone can raise a concern, anonymously if they prefer, via the contact form at shockwavemedia.com.au, without fear of retaliation.
- ◆ If a breach occurs we will work with you to fix it. We may end the relationship if a serious breach is not remedied.

07 Review

This Code is reviewed annually. Based in NSW, Australia. Contact us via shockwavemedia.com.au.

Approval

Approved by Daniel Hooper, Managing Director, Shockwave Media Pty Ltd.

Approval date: 8 October 2026 · **Effective date:** 8 October 2026 · **Next review:** October 2027

Signed: Daniel Hooper (signed original held on file)