

The St Barbara Group is committed to complying with all legal obligations and maintaining high standards of ethics and integrity in everything it does.

The business principles of St Barbara are based around Our Values – act with honesty and integrity, treat people with respect, value working together, delivering to promise and striving to do better. Our Values apply to all of our activities and staff world-wide and describe our culture and personality both internally and externally, the way we work and what we stand for.

We expect, in turn, the same levels of integrity from our suppliers. We are committed to using only those suppliers whose principles match our own. Our suppliers are therefore required to comply with all applicable laws and, in all cases, to meet the standards and principles set out in this Supplier Code of Conduct across all areas of their business. Compliance with such laws, standards and principles is a material consideration for us in assessing every aspect of our supplier relationships.

Our business principles

Anti-bribery and corruption

Our suppliers must comply with all applicable laws relating to the prevention of bribery, corruption, fraud, tax evasion or similar or related activities.

Diversity and inclusion

Our suppliers must comply with all applicable discrimination laws and actively promote diversity and inclusion within their own workplace, including in recruitment, retention and promotion practices.

Health and safety

Our suppliers must comply with all applicable health and safety laws and aim to create a safe working environment for its employees and anyone else affected by their businesses.

Modern slavery

Our suppliers, whether directly or through their supply chain, must comply with all applicable modern slavery laws, including not engaging in human trafficking, slavery, servitude, forced labour, forced marriage, deceptive recruiting for labour and services, debt bondage and child labour.

Sustainability

Our suppliers must comply with all applicable environmental laws and continually strive to improve their sustainability performance, focusing on reduction (as appropriate) of waste, carbon emissions, water and natural resources consumption.

Suppliers must comply with this Supplier Code of Conduct at all times, monitor compliance, notify us of any breaches and take reasonable steps to address, remedy and prevent repetition of any breach of the Supplier Code of Conduct principles. We reserve the right to undertake due diligence and risk assessments to verify compliance with our principles and expect our suppliers to cooperate and provide supporting evidence as we may reasonably require to monitor and review their compliance.