

# CABRINI ETHICAL SOURCING CODE

---



Cabrini Australia Limited is committed to responsible engagement of suppliers. This commitment extends to suppliers sharing a consistent view to ethical sourcing and trading of goods and services.

Cabrini prides itself on doing business with suppliers who share a common goal of ethics in sourcing and trading. In this context Cabrini has referenced the Modern Slavery Act 2018 (Cth) along with the Ethical Trading Initiative, the United Nations International Labour Organisation, the United Nations Declaration of Human Rights and the Code of Ethical Standards for Catholic Health and Aged Care Services in Australia.

All Requests for Tender, Information, Quotation or Proposal (RFx) issued by Cabrini must include the requirement for suppliers to commit to compliance with this policy. Evaluation of supplier responses must include a mandatory requirement for suppliers to acknowledge their compliance to this policy.

Suppliers who are selected to contract with Cabrini will be required to provide evidence, in the form of an independent audit e.g. BSCI (Business Social Compliance Initiative - BSCI is an initiative of the Foreign Trade Association (FTA), the leading business association of European and international

commerce that brings together over 1,500 retailers, importers, brands and national associations to improve the political and legal framework for trade in a sustainable way). Regular audit of this certification will be a mandatory inclusion in all Cabrini supply contracts involving offshore manufacturing or services particularly those deemed to be operating in high risk geographies or categories of goods/ services. Where applicable, suppliers are required to show compliance with relevant legislation as applied to Modern Slavery. Suppliers must also have in place an approach to ensure compliance with the Modern Slavery Act 2018.

Cabrini welcomes dialogue with suppliers as to how best to apply this code in their business.

# CABRINI ETHICAL SOURCING CODE

---

We expect our suppliers will evidentially satisfy themselves and Cabrini that:

## LEGAL

All laws applicable to the country of origin and trans-shipment regarding health, safety, labour, environment and anti-bribery & corruption are obeyed.

## CHILD LABOUR

Their supply chain is not using child labour. This is defined as any activity that deprives a child of their right to childhood, the opportunity to attend school or any other activity that deprives the child of their right to fulfil their potential, or impact their mental or physical wellbeing. Suppliers must be able to verify the age of all employees. Cabrini encourages suppliers to conduct regular inspections of its offshore facilities to ensure no child under the local legal age for completion of formal education is employed.

## FORCED LABOUR

No business or individual in their supply chain is using forced, slave, prison, bonded or involuntary labour. Employees should be free to select and leave employment at will.

Employees must not be required to pay for employment, nor surrender identify documents that restrict their freedom of movement.

## ILLEGAL LABOUR

No illegal labour is being utilised. All employees of the Supplier and their own suppliers must have the legal right to work in the country of employment.

## FREEDOM OF ASSOCIATION

All employees within the supply chain have the right to peaceful assembly and the right to negotiate collectively and as individuals. This may include the right to join trade unions if the employee desires.

## WORKING CONDITIONS

All employees are working in a safe environment. This includes:

- Training on specific risks and workplace safety
- Adequate systems and processes to ensure workers safety
- Safe guards against personal injury
- Where accommodation is provided, this should be clean and meet basic human needs
- Clean toilets, drinking water and facilities for storage of food

## RESPECTFUL COLLABORATION

No instances of abuse, be that physical, verbal or any other form of harassment.

## DISCRIMINATION

No discrimination on the basis of gender, race, caste, disability, political affiliation, religion or any other basis. All employees have equal access to employment, training, promotion, termination rights or retirement.

## ENVIRONMENT

They comply with all local regulations and law with regard to source of materials, and disposal of waste. Cabrini may seek to see chain of custody evidence for raw materials and waste management processes.

## BUSINESS INTEGRITY AND ANTI-CORRUPTION

They act with high levels of integrity and avoid all situations where bribery, corruption, unusual fees or charges, tender fees, gifts and solicitations are exchanged for favourable business outcomes.