



## **Supplier Code of Conduct**

### **APPROACH**

At Coates, we “Set the Bar High then Jump Over It.” We value a strong sourcing and supply chain platform and as such, we value highly capable supplier partners capable of meeting superior quality standards.

Backed by over 60 years of experience, Coates Signco Pty Ltd has created connected restaurant ecosystems through industry-leading technology. Our game-changing CMS, award-winning hardware, and end-to-end service offering make it possible for brands of all sizes to create dynamic, data-driven, experiences for their customers at scale – ensuring you’re supported every step of the way.

### **APPLICATION**

This approach not only applies to our business and our Crew, but also potential suppliers and customers so that we collectively maintain excellence.

To become a potential supplier to Coates Group, simply submit your company’s information using the link below (note all information is treated confidentially).

<https://forms.office.com/r/P8DnX1gCm7>

### **STATEMENT**

When it comes to setting the bar high, we hold ourselves accountable to the following principles of corporate responsibility, and we expect that our Suppliers and Partners do the same:

#### **Compliance with Laws and Regulations:**

Coates & our Suppliers must comply with all applicable laws, regulations, and industry standards in the regions in which they operate.

#### **Ethical Business Practices:**

Coates & our Suppliers are expected to conduct business with integrity, honesty, and transparency, and to avoid conflicts of interest.

#### **Labor Practices:**

Coates & our Suppliers shall uphold fundamental labor rights, including but not limited to, prohibiting child labor, forced labor, discrimination, and ensuring fair wages and working hours.

#### **Environmental Responsibility:**

Coates & our Suppliers are encouraged to minimize their environmental impact by implementing sustainable practices, reducing waste, conserving resources, and complying with environmental regulations. To read our full Environmental Management Policy, you can do so [here](#).

**Health and Safety:**

Coates & our Suppliers must provide a safe and healthy work environment for their employees and contractors and take measures to prevent accidents and occupational hazards.

**Human Rights:**

Coates & our Suppliers shall respect and uphold the human rights of their employees, including the right to freedom of association, nondiscrimination, and fair treatment.

**Modern Slavery:**

Modern Slavery can take various forms, including human trafficking, slavery, servitude, forced labor, child labor, forced or servile marriage, the sale and exploitation of children, and debt bondage. All these examples, and similar practices, constitute Modern Slavery for purposes of this policy. Coates & our Suppliers must oppose Modern Slavery in all its forms. To read our full Modern Slavery Statement, you can do so [here](#).

**Anti-Corruption:**

Coates & our Suppliers are prohibited from engaging in bribery, corruption, extortion, or any other form of unethical behavior, and must adhere to anti-corruption laws and regulations.

**Confidentiality and Intellectual Property:**

Coates & our Suppliers must protect the confidentiality of proprietary information and respect intellectual property rights, including those of the company and third parties. If you'd like to read more information on our Privacy Policy, you can do so [here](#).

**Subcontractors and Third Parties:**

Coates & our Suppliers are responsible for ensuring that subcontractors and third parties they engage with adhere to the principles outlined in this code of conduct.

**Reporting and Compliance:**

Suppliers must promptly report any violations of this code of conduct to the company and cooperate with investigations. Failure to comply with this code may result in termination of the business relationship.

**Supplier Diversity:**

At Coates Group, we are committed to fostering diversity, equity, and inclusion across all aspects of our operations, including our supplier relationships. We believe that a diverse supplier base enriches our company, drives innovation, and strengthens the communities we serve. We actively seek to partner with suppliers who reflect the diversity of our global community, including those owned by minorities, women, veterans, LGBTQ+ individuals, and persons with disabilities. By prioritizing diversity in our supply chain, we strive to create opportunities for underrepresented businesses and contribute to a more equitable society.