

Supplier Code of Conduct



April 2021

Progressive Green Pty Ltd (trading as Flow Power) and its related entities (together, the “Flow Group”) are firmly committed to conducting business with the highest level of integrity and in compliance with legislative requirements and international agreements.

This Supplier Code of Conduct (“Code”) outlines the Flow Group’s expectations of Suppliers with whom it conducts business (including their affiliates or subsidiaries) with respect to responsible ethical, social, labour and environmental practices.

Where this Code refers to “Suppliers” this means suppliers, vendors and contractors that provide goods and or services to the Flow Group, or its related entities either directly or indirectly.

All Suppliers are expected to comply with this Code and communicate this within their own supply chains. All Suppliers must educate their representatives to ensure they understand and comply with this Code.

Labour and Human Rights

Flow Group is fundamentally committed to ensuring that there is no slavery or human trafficking in its supply chain or in any part of the business.

Flow Group requires Suppliers to consider the risks of Modern Slavery practices in their operations and supply chains and identify these where they are found to exist.

In respect to conditions of employment, in addition to any other legislative obligations, Suppliers must comply with the following specific requirements:

MODERN SLAVERY	Freedom from child labour or harsh or inhumane treatment including torture, physical and psychological abuse, slavery, servitude, trafficking of persons or forced marriage. Freely chosen employment, with no deceptive recruiting practices, forced, bonded or involuntary labour.
EMPLOYMENT RELATIONSHIP	Legally recognised employment relationships, fair pay and working conditions including a living wage, fair working hours and adequate rest periods.
DISCRIMINATION	Inclusive and respectful workplace, valuing diversity with no discrimination on the basis of race, caste, religion, nationality, age, gender, marital status, sexual orientation, disability, union membership or political affiliation.
FREEDOM OF ASSOCIATION	Freedom to move and associate, including collective bargaining, the right to join or form trade unions (unless prohibited by legislation), and no requirement or pressure to surrender government issued identification, passports or work permits.

Environment

Flow Group is committed to limiting any harmful impacts of its operations on the environment and to prevent pollution. Suppliers must minimise their environmental impact in the way they conduct business and encourage others to do so. Flow Group expects its supply chain to ensure compliance with relevant environmental legislation, industry standards and codes, together with any necessary environmental permits and registrations.

Health and Safety

Flow Group expects its Suppliers to share its commitment to place workplace health, safety and the wellbeing of employees and others who could be affected by their activities, by implementing robust policies and procedures.

Environmental, Social and Governance Reporting

Flow Group expects its Suppliers to commit to collecting and reporting information on its performance of the Code, including being cooperative with any Flow Group inspection or audit. Where Suppliers cannot meet the expectations of the Code, it must explain its reasons and any plans to address those reasons.

Reporting Concerns

Flow Group is committed to the highest standards of probity and accountability regards to anti-bribery, corruption and ethical conduct. Flow Group asks anyone with whom it conducts business, including Suppliers, who has serious concerns about these issues, to come forward at the earliest opportunity.

Stopleveline – Flow Power’s Independent Whistleblower Service

- Phone:** 1300 30 45 50 (in Australia)
+61 3 9811 3275 (from outside of Australia – note that this is a reverse-charges line)
- Fax:** Flow Power, C/- Stopleveline +61 3 9882 4480
- Email** flowpower@stopleveline.com.au
- Online:** <https://flowpower.stoplevelinereport.com>
- Mail:** Flow Power, C/- Stopleveline
Locked Bag 8
Hawthorn Vic 3122
- App:** Smart phone App – ‘Stopleveline365’ (free download from Apple iTunes and Google Play)