



STATEMENT OF BUSINESS ETHICS

Why do we have this statement?

Goodman is committed to good business ethics and respecting international standards and practices in relation to the environment, human rights and labour protection across our operations and supply chain. This statement outlines the expectations of our suppliers, agents, consultants, joint venture partners, and other external parties who provide goods or services to Goodman, or are in any way engaged by, or on behalf of Goodman (Goodman associates). We seek to develop partnerships with Goodman associates that promote ethical standards related to compliance, anti-bribery and corruption, managing conflicts of interest, the environment, human rights and labour protection. Goodman associates are expected to meet these standards in connection with their operations when working with Goodman and apply comparable standards in their supply chains. These standards are designed to be read in conjunction with any service, supply or works contract with Goodman which may contain more detailed provisions about these areas.



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Compliance

- + Comply with all relevant laws, regulations and standards in jurisdictions where you operate or conduct business including those related to safety, the environment, tax, bribery, corruption and money laundering, competition, data protection and employment
- + Respond in a timely manner to any requests for information by Goodman to confirm compliance with this statement.

Ethical conduct

- + Act honestly and ethically at all times
- + Do not engage in any illegal or unethical behaviour and enable employees and contractors to report concerns about unethical behaviour
- + Do not make bribes or accept them, or offer directly or indirectly to anyone at Goodman or any person connected with Goodman (including a public official in any country) any financial or other benefit (including kick-backs, payments-in-kind, political donations, excessive gifts or entertainment or facilitation payments) with the intention of improperly influencing a person or securing an advantage for a Goodman associate or for Goodman
- + Use reasonable practices to prevent fraud, bribery and corruption
- + Do not engage in or assist any third party with money laundering, terrorism financing or other financial crime activities
- + Comply with obligations relating to the protection, collection, and proper handling of confidential, price sensitive and personal information
- + Do not engage in collusive or anti-competitive conduct in the preparation of proposals, quotations or tenders, including activities to manipulate the outcome of the bidding process such as bid-rigging, or any similar conduct
- + Keep proper records of the services and arrangements with Goodman and do not make any false, inaccurate or incomplete entries in the financial books in connection with the services or arrangements with Goodman.

Environment

- + Prioritise environmental risk management and take all reasonable steps to avoid pollution, the creation of waste and damage to the natural environment
- + Minimise the use of materials and resources without compromising quality and seek out environmentally friendly non-toxic products and materials
- + Seek out opportunities to reduce energy and water consumption across your operations and supply chain
- + Support Goodman in meeting its climate risk management targets including opportunities to reduce embodied emissions in the materials, products and services provided.

Human rights and labour protection

- + Protect internationally recognised human rights and treat people with dignity, equality and mutual respect
- + Foster a culture and workplace that does not tolerate bullying, discrimination, sexual harassment or victimisation
- + Comply with applicable laws, regulations and standards relating to pay and working conditions including adequate accommodation, rights to freedom of association, providing a safe working environment free from physical and psychosocial harm
- + Operate with a high focus on safety and report any safety issues to Goodman
- + Take reasonable action to assess and address potential supply chain human rights risks including child exploitation, the use of forced, unpaid or bonded labour, charging recruitment fees or withholding worker identity or immigration documents
- + Provide clear channels for concerns to be raised without fear of victimisation and work with Goodman to remedy any issues
- + Source services, materials and products in accordance with legal obligations and community expectations and work with suppliers and contractors to consider sustainable sourcing practices that promote positive social outcomes..

What happens if these standards are not met?

Any issues with non-compliance with these standards should be disclosed to Goodman. If the expected standards have not been met, Goodman expects that Goodman associates will remedy any issues or breaches. Any serious or ongoing breaches may result in termination of the contract with Goodman or loss of future work, subject to the specific provisions in the service, supply or works contract.

How to report concerns

Goodman encourages you to disclose any concerns in relation to any behaviour that is dishonest, fraudulent, corrupt, illegal or unethical. Please speak with your Goodman representative to raise your concerns, or report your concerns:

+ By email at:

ethicalconcerns@goodman.com

+ You can also raise your concerns via Contact Us on the Goodman website where concerns can be raised anonymously.

Governance

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Approved by	Audit, Risk and Compliance Committee