

Supplier Code of Conduct

Purpose

The purpose of this Supplier Code of Conduct is to clearly articulate Wilson Security's expectations and requirements for all Suppliers with regard to business integrity, health and safety, environmental, labour, human rights and modern slavery.

Our Commitment

Wilson Security is committed to conducting business with integrity and operating in a safe and sustainable manner. We seek to engage with Suppliers who share the same principles and values.

Wilson Security requires its Suppliers to comply with all applicable laws and, in all cases, to meet the standards and principles set out below. Compliance with such laws, standards and principles is a material consideration for us in assessing every aspect of our Supplier relationships.

Ethical Supply and Sourcing

Suppliers of goods and services to Wilson Security are evaluated to ensure they are sourced in a responsible, sustainable and socially responsible way. This ensures that workers involved in making the goods or supplying the service are safe, treated fairly and that environmental and social impacts are considered during the procurement process and throughout the supply period.

Business Integrity

Integrity is the cornerstone of good corporate governance. We expect that Suppliers to Wilson Security will:

- Comply with all applicable laws and regulations including but not limited to anti-bribery, anti-corruption, money laundering, modern slavery, competition and consumer law and labour.
- Conduct business in a professional, fair, ethical and honest manner
- Not remunerate their staff through cash payments
- Not offer any gifts, entertainment, hospitality, inducements or benefits which may influence, or could be seen to influence, Wilson Security employees, contractors or fellow suppliers.
- Not offer, promise, pay, authorise, accept or request bribes of any form (including facilitation payments and commissions)
- Disclose any actual or potential conflicts of interest and not engage in any collusive or anti-competitive behaviour when responding to requests or quotation for tender
- Have a system or process where workers are able to report workplace violations, misconduct or grievances without fear of retaliation.
- Respect rights related to freedom of association and collective bargaining.
- Take all reasonable measures to ensure that information provided by Wilson Security is kept confidential; and that no document or information is released to any other party without prior approval from Wilson Security.

This code of conduct does not supersede or alter the Supplier's regulatory and contractual obligations.



Health and Safety

Wilson Security is committed to protecting the health, safety and wellbeing of all employees, contractors and visitors within the workplace.

Wilson Security requires that all Suppliers strictly adhere to all relevant Australian Health and Safety and workplace laws and strive to create a safe working environment for their employees and anyone else affected by their operations.

In addition, it is an expectation that all Suppliers will:

- Adhere to Wilson Security's WHS Policy
- Actively identify, assess and control all hazards and risks associated with their operations, activities and / or undertakings
- Provide and maintain a safe work environment and safe systems of work for all those who work for them and with them
- Provide adequate information, instruction, training and supervision to their employees and contractors

Environment and Sustainability

We recognise our responsibility to the community to protect and enhance the environment in which we operate and expect our Suppliers to:

- Comply with all applicable environmental laws, regulations and legislation
- Seek ways to minimise the adverse environmental impacts of their operations, products and services through:
 - Using raw materials, energy and water efficiently
 - Minimising waste through re-use and recycling
 - Reducing greenhouse gas emissions
 - Managing and protecting biodiversity
- Provide relevant information for Wilson Security's sustainability reporting when requested.

Human Rights and Modern Slavery

Wilson Security is committed to managing the risks of modern slavery and addressing human rights violations within our operations and supply chain, particularly in the areas of employment, industrial relations, anti-corruption and environment and prohibits modern slavery in its operations and supply chain.

We require that suppliers to Wilson Security will:

- Adhere to Wilson Security's Human Rights Policy
- Conduct business in a manner that upholds and respects human rights and complies with all applicable laws, regulations and legislation.
- Develop and maintain a fair, diverse and inclusive workforce that does not discriminate against any employee on the bases of, but not limited to, gender, nationality, race, ethnicity, sexual orientation, marital status, age, physical appearance, religion, political affiliation or union membership
- Ensure fair remuneration and working conditions for their workforce
- Prohibit any form of modern slavery as defined in the Modern Slavery Act 2018, including human trafficking, slavery, servitude, forced labour, debt bondage, child labour, deceptive recruiting for labour or services, and forced marriage.



Breaches of this Supplier Code of Conduct

Suppliers must comply with this Supplier Code of Conduct at all times, monitor their compliance, notify Wilson Security of any breaches identified and take reasonable steps to address, remedy and prevent reoccurrence of any breach of the Supplier Code of Conduct principles.

Wilson Security reserves the right to undertake due diligence, audits and/or risk assessments to verify compliance with this Supplier Code of Conduct and it expects its Suppliers to cooperate and provide supporting evidence as it may reasonably require to monitor and review their compliance.

Breaches of this Supplier Code of Conduct should be reported in accordance with our Consumer Feedback Handling and Complaints Procedure via the website www.wilsonsecurity.com.au or in line with the Wilson Group Speak Up Policy via our external, independent reporting service wilsongroupspeakup@deloitte.com.au.

This document should be read in conjunction with:

- Wilson Group Speak Up Policy
- Wilson Group Code of Conduct Policy
- Wilson Group Conflict of Interest Policy and Declaration Procedure
- Wilson Group Discrimination, Harassment and Bullying Policy
- Wilson Security Competition and Consumer Law Compliance Policy
- Wilson Security Human Rights Policy
- Wilson Security Environment Policy
- Wilson Security Quality Policy
- Wilson Security WHS Policy

A handwritten signature in black ink, appearing to read 'Nick Frangoulis', with a stylized flourish at the end.

Nick Frangoulis
Chief Executive Officer

26 June 2025