

PNG POWER LTD

SUPPLIER CODE OF CONDUCT

1. Introduction

- 1.1. This Supplier Code of Conduct enables the development of ethical, transparent and value adding relationships between PNG Power Ltd and each supplier.
- 1.2. All suppliers are expected to conform to the below code of conduct during any aspect of relationship with PNG Power Ltd. Failure to do so may result in cancellation of contract.
- 1.3. This code is to be applied in conjunction with the terms and conditions of contract between PNG Power Ltd and the supplier

2. Ethics

- 2.1. Conflict of Interest
 - 2.1.1. Any Perceived or actual conflict of interest is to be identified and raised in writing either during the bidding process, supplier qualification process and/or during term of contract
 - 2.1.2. Gifts
 - 2.1.2.1. No gifts of any type (service, good) either directly or indirectly are to be offered to any PNG Power Ltd employee or director
 - 2.1.2.2. Provision of hospitality is to be restricted to basic courtesy items under 40 Kina (e.g a tea or coffee during a meeting)
- 2.2. Labour and human rights
 - 2.2.1. Suppliers are to comply with all applicable laws related to labour engagement including:
 - 2.2.1.1. Anti-Discrimination
 - 2.2.1.2. Anti-Harassment
 - 2.2.1.3. Child Labour
 - 2.2.1.4. Slave Labour
 - 2.2.1.5. Freedom of association
 - 2.2.1.6. Whistle-blower protection

3. Confidentiality

- 3.1. Suppliers are to treat any information gained about PNG Power Ltd as strictly confidential and not to be shared with anyone outside the direct provision of service or delivery of goods
- 3.2. Information can relate to PNG Power Ltd personnel, operational activities, strategic approach and/or any aspect of operations.

4. Health and Safety

- 4.1. Suppliers are to comply with all environmental regulations and ensure there is no negative environmental impact in the delivery of services or goods to PNG Power Ltd
- 4.2. Suppliers must comply with all applicable laws relating to workplace health and safety.
- 4.3. Suppliers must comply with all PNG Power Ltd onsite instructions related to health and safety.

5. Dispute Resolution

- 5.1. In the event that suppliers wish to resolve a dispute with PNG Power Ltd the following pathway is offered as the means to resolution:
 - 5.1.1. Firstly, verbally the person nominated as contract manager or main contact point within PNG Power Ltd
 - 5.1.2. Secondly, in writing to the person nominated as contract manager or main contact point within PNG Power Ltd
 - 5.1.3. Thirdly, in writing, to the relevant Division Head
 - 5.1.4. Fourthly, in writing, to the relevant Executive General Manager
- 5.2. PNG Power Ltd commits to:
 - 5.2.1. Responding in good faith to all disputes with the aim of resolving the issue without escalation
 - 5.2.2. Providing the address, when requested, of all persons mentioned above
 - 5.2.3. Participating, in the event that the above process fails to reach resolution, in the Arbitration processes as provided for under Papua New Guinea Law

6. Interactions with PNG Power Ltd Employees and Property

- 6.1. Intimidating or abusive behaviour towards PNG Power Ltd employees will not be tolerated. For the sake of clarity this includes:
 - 6.1.1. Verbal threats, abuse and bullying.
 - 6.1.2. Physical intimidation or assault
 - 6.1.3. Harassment through any means of communication
- 6.2. Threats of damage or disruption to PNG Power Ltd Property, Assets or operations will not be tolerated.