

**A GENERAL**

Rheinmetall Group including Rheinmetall Defence Australia Pty Ltd are committed to the principles of ethics, integrity and legal Compliance. In addition to the applicable law, a series of mandatory internal instructions and policies apply to all our corporate bodies and employees.

We also expect our business partners to act ethically, with integrity and in compliance with the law. The following principles of conduct are therefore a minimum standard for the conduct of every business partner and therefore the basis for any business relationship. Any deviation from these principles of conduct will not be tolerated by the Rheinmetall Group!

**B PRINCIPLES OF CONDUCT****1. Combating corruption**

Business partners actively and consistently counteract any criminal or unethical influence on decisions by Rheinmetall or other third parties and act consistently against bribery activities, conflicts of interest and nepotism in their own company.

**2. Combating prohibited agreements**

Business partners do not participate in illegal anti-competitive agreements, and they combat prohibited cartels. Business partners comply with applicable procurement law.

**3. Preventing money laundering**

Through suitable and appropriate measures, business partners actively work to prevent the smuggling of illegally acquired funds into the economic system.

**4. Possessing relevant registrations, licences and permits**

Business partners always possess the registrations, licenses and permits required for their delivery of performance or their activities according to state law or official requirements.

**5. Ensuring privacy and information security**

Business partners observe the relevant data protection regulations and, before conclusion, make adequate arrangements for protection of confidential business information.

**6. Complying with tax and levy regulations**

Business partners pay the taxes/levies incurred in connection with Rheinmetall in their country or third countries and document this accordingly.

**7. Combating illegal employment, forced labour and undeclared work**

Business partners comply with the relevant statutory regulations on employment of workers and effectively combat illegal employment, forced work and undeclared work in and within their own supply chain.

**8. Complying with fundamental employee rights**

Business partners pay attention to the health, safety and personality rights of their employees and are committed to the principles of respectful, fair and non-discriminatory conduct. They employ and reward their employees on the basis of fair and legally compliant contracts and comply with the international minimum working standards.

**9. Respecting the environment**

Business partners observe the relevant legal environmental standards and minimise environmental impact.

**10. Compliance with Australian Modern Slavery Laws and Policies**

In performing its obligations under this Business Partner Code of Conduct, the business partner must:

- Comply with all applicable modern slavery laws, statutes, regulations from time to time in force including but not limited to the Modern Slavery Act 2018 (NSW) and Modern Slavery Act 2018 (Cth);
- Not engage in any activity, practice or conduct that would constitute an offence under Division 270 or Division 271 of the Schedule to the Criminal Code Act 1995 (Cth) if such activity, practice or conduct were carried out in Australia;

## **C DUTY OF CARE DURING THE BUSINESS RELATIONSHIP**

1. Our business partners must report their own violations of this Business Partner Code of Conduct if they affect the business relationship with the Rheinmetall Group and provide any information about misconduct by Rheinmetall employees at Rheinmetall (“Reporting obligation”).
2. The following reporting channels exist for reporting Compliance violations Information can be submitted anonymously):
  - a) Dr Buchert and Partners, Attorneys at Law (external ombudsman)**

Bleidenstrasse 1  
60311 Frankfurt am Main  
Tel: +49 69 710 33 330 or +49 6105 921 355 | Fax: +49 69 710 34 444  
E-mail: [dr-buchert@dr-buchert.de](mailto:dr-buchert@dr-buchert.de)  
Website: <https://www.ombudsperson-frankfurt.de/de/kontaktformular>
  - b) Corporate Compliance (internal reporting)**

Rheinmetall-Platz 1  
40476 Düsseldorf  
Tel. +49 211 473-4233 | Fax. +49 211 473-4445  
[speakup@rheinmetall.com](mailto:speakup@rheinmetall.com)
  - c) Rheinmetall’s Whistleblower System**
3. <https://rheinmetall.integrityline.org/> In addition, business partners are obliged to actively investigate any suspected cases and to cooperate with Rheinmetall without reservation (“Investigation and cooperation obligation”).
4. If there is a reasonable suspicion that a business partner has violated this Business Partner Code of Conduct when working with Rheinmetall, or if a business partner does not adequately comply with this Reporting obligation and/or Investigation and cooperation obligation, Rheinmetall may terminate the business relationship with the affected business partner with immediate effect based on existing contractual or legal rights. In the case of a violation of this Business Partner Code of Conduct, Rheinmetall reserves the right to take further legal action, in particular by asserting claims for damages.
5. We expect our business partners to enforce and track Compliance with these or comparable minimum standards with their own business partners.
6. The Rheinmetall Group may appropriately update the Business Partner Code of Conduct from time to time and expect their business partners to accept such changes.

**D CONFIRMATION**

The business partner hereby confirms:

1. We have received the Business Partner Code of Conduct and hereby undertake to comply with the conduct requirements and duty of care obligations contained therein.
2. We agree that this declaration is subject to the law of the Commonwealth of Australia and/or States and Territories.

\_\_\_\_\_  
Place, date

\_\_\_\_\_  
Signature of authorised representative of the business partner

\_\_\_\_\_  
ABN / ACN

\_\_\_\_\_  
Name (in print), position