

## Ethical Sourcing Code

This Ethical Sourcing Code sets the minimum standards expected of suppliers to Baby Bunting in the areas of labour, environment and governance matters. If suppliers are unable to demonstrate a commitment to comply with Baby Bunting's Ethical Sourcing Code, Baby Bunting may choose to cease trading with that supplier.

### Baby Bunting's vision and values

Baby Bunting's vision is to be most loved baby retailer for every family, everywhere.

Our core values, which include being passionate, being considerate and being honest, are standards of behaviour that are fundamental to being who we are at Baby Bunting. We seek to act with integrity and use good judgement. We want all our team members to think about how our actions impact others.

Baby Bunting provides products, services and advice to parents and parents-to-be and their families. We rely on their trust, as well as the trust of the communities in which we operate, our investors and other stakeholders. Our suppliers play a critical role in helping Baby Bunting to meet our standards of behaviour and our values. Our mutual success depends on building and maintaining trust in the way each of us conducts our business.

This Ethical Sourcing Code states our expectations of you as a supplier of goods or services, your subsidiaries and subcontractors. We may elect not to work with or cease to work with suppliers who do not meet our expectations.

### Questions or raising a concern

If you have any questions regarding this Ethical Sourcing Code, or you wish to raise concerns about any actual or suspected instance of non-compliance with this Code, you can raise the matter directly with your Baby Bunting contact or by contacting Baby Bunting's Group Legal Counsel (+61 3 8795 8100).

## Minimum requirements

### Being committed to the health and safety of our team

We strive to work safe, act safe, be safe. We want our Team Members to return home safe and healthy every day. We work with suppliers who share this commitment by:

- providing a safe and healthy working environment for employees and subcontractors;
- taking all practical and reasonable measures to eliminate workplace injuries and illnesses, including providing appropriate personal protective equipment and adopting work practices that appropriately manage the risks of workplace injury or illness.

### Being committed to acting legally and ethically

We aim to act with integrity and use good judgement and at all times to comply with our legal obligations and to act ethically. We work with suppliers who are committed to:

- complying with all applicable laws and regulations;
- not being involved in bribery or corruption of any form;
- maintaining policies and practices to allow violations, misconduct or grievances to be reported by workers and addressed without fear of retaliation;

- ensuring personal interests, and those of employees and subcontractors, do not conflict with their obligations to Baby Bunting;
- ensuring the intellectual property rights of other parties (patents, trademarks, copyright and confidential information) are respected.

## Being committed to respecting labour and human rights

We work with suppliers who uphold fundamental human rights including:

- ensuring all work is freely chosen, without the use of forced or compulsory labour;
- a zero tolerance approach to the use of illegal child labour;
- ensuring appropriate remuneration and work conditions for all workers;
- promoting humane treatment and preventing harassment and unfair discrimination;
- respecting workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively;
- respecting the privacy of employees and customers and complying with all laws in the collection, use and protection of personal information.

## Being committed to communicating openly and honestly

We are committed to building trust by communicating openly and honestly. We work with suppliers who provide information that is timely, accurate and relevant including maintaining accurate financial books and records, in accordance with all applicable legal and regulatory requirements and accepted accounting practices.

## Being committed to environmentally sustainable practices

We are committed to reducing our environmental footprint and operating on an environmentally sustainable basis. We work with suppliers who share our commitment as demonstrated by:

- only sourcing timber for use in timber products from sustainably grown and legal timber sources;
- seeking to reduce packaging by eliminating unsustainable or unnecessary packaging;
- promoting a culture that values the environment and acting to protect the environment in which they operate;
- continuously improving environmental and resource management – reduce, reuse and recycle;
- measuring, managing and reporting environmental data in accordance with applicable laws and regulations.

## Being committed

Suppliers who work with Baby Bunting share our commitment to the principles in this Supplier Code of Conduct by adopting and promoting the commitments in this Code and encouraging their subcontractors to do the same.

Suppliers must monitor their practices having regard to the principles in this Supplier Code of Conduct and take steps to appropriately investigate any reports of non-compliance. Where necessary, suppliers should take reasonable steps to address, remedy and prevent the reoccurrence of instances of non-compliance with the principles in this Supplier Code of Conduct.