Supplier Code of Conduct

1. Purpose

GPSat Systems Australia Pty Ltd (GPSat Systems) is committed to conducting business ethically, responsibly, and sustainably. This Supplier Code of Conduct ("Code") outlines the standards and expectations we require from all suppliers, vendors, contractors, and partners ("Suppliers") who provide goods or services to GPSat Systems.

Suppliers are expected to comply with this Code and ensure that their employees, subcontractors, and supply chains also adhere to these principles.

This Code does not alter or override the terms and conditions of any contract with GPSat. Where contractual obligations are more stringent than this Code, the contractual requirements shall prevail.

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2. Legal and Regulatory Compliance

Suppliers must comply with all applicable laws, regulations, and standards in the jurisdictions in which they operate, including but not limited to:

- Labor and employment laws
- Environmental regulations
- Anti-corruption and trade laws
- Health and safety requirements

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3. Quality

GPSat Systems is committed to excellence and continuous improvement. Suppliers must provide products and services that consistently meet or exceed specified requirements and maintain high standards across manufacturing, inspection, and delivery.

Suppliers are expected to:

- Ensure inspections and testing are conducted by qualified personnel.
- Provide accurate and complete certifications where required.
- Comply with recognised quality standards such as ISO 9001 where applicable.

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4. Counterfeit and Non-Conforming Parts

Suppliers must implement controls to prevent counterfeit or non-conforming materials from entering the supply chain.

Requirements include:

- Detection, reporting, and quarantine processes for suspect parts.
- Prevention of re-entry of counterfeit materials into circulation.
- Immediate written notification to GPSat Systems upon identification of such materials.
- Verification procedures for parts sourced from non-authorised channels

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5. Responsible Sourcing

Suppliers are expected to:

- Disclose country of origin for key materials and components upon request.
- Exercise due diligence in their supply chains
- Avoid sourcing materials linked to human rights abuses or environmental harm
- Promote ethical sourcing practices throughout their operations

Suppliers must not:

- Misrepresent origin, composition, or specifications of products.
- Source from entities engaged in unethical or unlawful practices.
- Supply non-conforming or non-compliant goods knowingly.

Failure to comply with this Code may result in termination of the business relationship.

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6. Monitoring and Compliance

GPSat Systems reserves the right to:

- Assess Supplier compliance with this Code
- Conduct audits or request relevant documentation
- Require corrective action where non-compliance is identified

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7. Ethics and Integrity

Anti-Bribery and Corruption: Suppliers must not engage in bribery, corruption, extortion, or embezzlement in any form.

Conflicts of Interest: Suppliers must disclose any situation that may appear to be a conflict of interest involving GPSat Systems.

Fair Competition: Suppliers must conduct business in accordance with fair competition and antitrust laws.

Gifts and Hospitality: Suppliers must not offer gifts, entertainment, or hospitality that could improperly influence business decisions.

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8. Trade Compliance

Suppliers must comply with all applicable import/export laws, including customs, tariffs, and sanctions regulations.

Suppliers must:

- Accurately classify and declare goods.
- Maintain compliant documentation.
- Avoid practices such as misdeclaration or under-valuation.
- Adhere to all applicable sanctions and embargo laws.

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9. Labor and Human Rights

GPSat Systems expects Suppliers to uphold fundamental human rights and treat all workers with dignity and respect.

Forced Labor: Suppliers must not use forced, bonded, or involuntary labour, including human trafficking or slavery.

Child Labor: Suppliers must not employ workers below the legal minimum working age or under the age.

Non-Discrimination: Suppliers must provide equal employment opportunities and must not discriminate based on race, gender, age, religion, disability, sexual orientation, or any other protected characteristic.

Fair Treatment: Suppliers must ensure a workplace free from harassment, abuse, intimidation, or inhumane treatment.

Wages and Working Hours: Suppliers must comply with applicable wage laws, including minimum wage, overtime compensation, and legally mandated benefits. Working hours must not exceed legal limits.

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10. Health and Safety

Suppliers must provide a safe and healthy working environment, including:

- Identifying and mitigating workplace hazards
- Providing appropriate safety equipment and training
- Maintaining emergency preparedness and response procedures
- Ensuring access to clean facilities and drinking water

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11. Data Protection and Confidentiality

Suppliers must:

- Protect confidential information belonging to GPSat Systems
- Comply with applicable data protection and privacy laws
- Use information only for its intended and authorized purpose

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12. Reporting Concerns

Suppliers are encouraged to report any violations of this Code or unethical behaviour related to GPSat Systems. Reports may be made confidentially and without fear of retaliation.