

## Tourism Holdings Ltd (*thl*) and our Suppliers: *Moving Forward Together*

### Supplier Acknowledgement of *thl* Supplier Code of Conduct

*thl* recognises that the Supplier Code of Conduct (2024) is a step-change in our expectations of suppliers' sustainability performance. We acknowledge it may take time and effort to meet these expectations. We encourage suppliers to take all reasonable steps to comply. If a supplier fails to comply with this Supplier Code of Conduct without a satisfactory Resolution Plan, we may cease trading with that supplier.

#### Application of the Code

Supplier written acknowledgement of this Code is a prerequisite for key or tier one suppliers in every *thl* agreement to supply (written or verbal). The standards of this Code are in addition to, and not in lieu of, provisions of any legal agreement or contract between Suppliers and *thl*.

*thl* recognises that achieving these standards will involve a dynamic process and encourages suppliers as a minimum to:

- a) Meet the standards set forth in this Code, or, where any standards are not met, establish clear goals toward meeting the standards set forth in this Code within an agreed and reasonable time-period (a 'Resolution Plan'), and
- b) Actively review, monitor and modify their management processes and business operations to ensure they achieve continuous improvement, and
- c) *thl* requires direct suppliers to certify that materials incorporated into the product *thl* procures comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.

*thl* reserves the right to undertake the following inspections as part of its ongoing monitoring of compliance:

- i) Monitor that milestones have been set and management systems have been put in place as part of a Resolution Plan to ensure that the principles set out in this Code have been met, and
- ii) Verify compliance with the Code through document or site and facility audits. Suppliers must maintain and be able to provide *thl* with documentation which demonstrates compliance with this Code on request.

This Supplier Code of Conduct does not create any binding obligations on *thl*.

### Acknowledgement - Full

I have read and understood the Tourism Holdings Ltd Supplier Code of Conduct dated 2024 and acknowledge compliance on behalf of \_\_\_\_\_[COMPANY].

Signed:

Date:

Title:

OR:

### Acknowledgement – With Resolution Plan

I have read and understood this Tourism Holdings Ltd Supplier Code of Conduct dated 2024 and acknowledge compliance on behalf of \_\_\_\_\_[COMPANY] with the exception of the following clauses: [LIST] for which a Resolution Plan is attached.

Signed:

Date:

Title: