

CMS Engineering is committed to meaningful engagement with our host communities. We believe we are responsible for our actions, and we value local cultures, customs and traditions.

We believe that price is not the only variable to be considered when finding value for money; effective supply chain management requires thoughtful identification, assessment and management of risks across all stages of the supply life cycle, from exploration through development, operations and closure. We are committed to pursuing the best long-term outcome for our investment by achieving the appropriate quality and quantity with that investment. We are committed to ensuring that any impacts arising from our operations are managed appropriately and transparently and employ people with the necessary skills and knowledge to provide supply chain leadership and to meet our performance obligations.

Our Commitment

CMS Engineering will:

- 1) Comply with all applicable laws and regulations and pay due consideration to the environment.
- 2) Provide suppliers with equal opportunities for transactions.
- 3) Conduct all transactions ethically.
- 4) Audit our internal purchasing/supply chain department and investigate any internal fraud.
- 5) Maintain the highest level of integrity and objectivity in the decision-making process.

Compliance with Laws, Regulations, Standards and Social Customs

Suppliers are required to comply with and abide by laws, regulations, standards and appropriate social customs of Australia as well as the best international practices.

Human Rights, Health and Safety

At CMS Engineering, we respect human dignity in all we do, and we value diversity in our workplaces. We act in a way that does not discriminate against people based on their ethnicity, nationality, religion, gender, age, sexual preference, disability, social origin, political opinion or any other bias, and we do not tolerate any form of workplace discrimination.

Suppliers are expected, in any kind of business activity, to respect basic human rights and to establish safe and clean working environment. CMS Engineering will not knowingly purchase from any supplier who engages in, or condones forced labour, inhumane treatment and infringement on human rights, child labour or discrimination.

CMS Engineering encourages payment of appropriate wages for the work done, regulation of working hours, respect for the freedom of association for the labour force, and establishment of a clean and safe working environment.

APPROVED
11th January 2023



Scott Hay
MANAGING DIRECTOR



Troy Andrews
DIRECTOR