

The following Standard Terms and Conditions of Purchase (Terms and Conditions), shall, unless on any occasions expressly varied in writing, apply to all transactions entered into with TAE Aerospace Pty Ltd (TAE) as part of the Contract between the Supplier specified in the TAE Purchase Order (Supplier) and TAE. Every Supplier having dealings with TAE must read these Terms and Conditions. If the Supplier neglects to read them and shall be deemed to have read them and shall be bound by these Terms and Conditions in the same manner as if they had read them. These Terms and Conditions supersede all Terms and Conditions issued earlier by/to either party.

1. TERM

The term of these Terms and Conditions is as specified in the TAE Purchase Order, Purchase Agreement or Bill of Sale.

2. PERFORMANCE

The Supplier agrees to provide parts, goods, equipment and materials ("Goods") to TAE and/or carry out works and services on TAE supplied equipment ("Services") in accordance with these Terms and Conditions.

3. PRICE AND PAYMENT

The price payable for Goods and/or Services is specified in the TAE Purchase Order.

The Supplier may invoice TAE for the Goods and/or Services in accordance with these Terms and Conditions on delivery of the Goods and/or Services, by issuing an invoice to the TAE officer specified in The TAE Purchase Order. Unless otherwise specified in these Terms and Conditions, all prices shall be F.O.B. delivery location specified in the relevant agreement, and all Taxes in respect of Goods and/or Services shall be separately itemised on the Supplier's invoice. TAE will make payments for the Goods and/or Services at the price specified in the TAE Purchase Order, and within 30 days of receipt of a valid invoice issued to the person specified in the relevant agreement by the Supplier.

4. AIRCRAFT PARTS

All Goods for use on an aircraft provided by the Supplier must be accompanied by any documentation required by any applicable aviation authority. If alternate Goods are supplied to those specified in these Terms and Conditions, the documentation provided by the Supplier must be endorsed to the effect that such Goods supersede or are completely interchangeable with the Goods ordered, and such documentation must be acceptable to TAE, acting reasonably.

All chemical, fluid, or similar goods supplied by the Supplier must have the manufacturer's original label(s) attached to the container/s. Where product containers are over-labelled by a distributor, a statement of the content of the original label/s and the reason for the overlay must be provided by the Supplier. A statement of conformance to the original manufacturer's label specifications must be also supplied for items decanted from bulk containers. All hazardous products are to have an Australian SDS no older than 5 years with them at delivery.

5. PACKING

All Goods and/or Services provided or performed under these Terms and Conditions shall be suitably packed and marked to secure the lowest reasonably available transportation costs and in accordance with the requirements of common carriers. The use of Styrofoam peanuts as packaging dunnage is prohibited. No additional charge will be allowed for packaging, boxing, crating or storage. If TAE discovers damage to any Goods and/or Services which it considers, in its reasonable opinion, was not packed to ensure proper protection of such Goods and/or Services, TAE may at its discretion accept or reject the Goods and/or Services. If such Goods and/or Services are accepted by TAE, notwithstanding damage caused to those Goods and/or Services, all subsequent rectification costs will be paid by the Supplier. TAE's count will be accepted as first and conclusive on all shipments not accompanied by packing lists. All O rings are to be individually packaged in light proof packaging and marked with applicable specification details and cure date.

6. PROVISION OF GOODS AND PERFORMANCE OF SERVICES

All Goods and Services performed and materials used in connection therewith shall be at the risk and expense of the Supplier and shall be replaced by the Supplier in the event of any damage or destruction thereof prior to delivery to and acceptance by TAE.

The Supplier is to notify TAE of any nonconforming products and must obtain TAE approval for any nonconforming product disposition. The Supplier must also notify TAE of any changes in product and/or process, changes of suppliers, changes of manufacturing facility location and, where required, obtain TAE approval prior to supply of any affected parts and/or services.

If these Terms and Conditions require Services to be performed by the Supplier upon any TAE premises owned or controlled by TAE (including Government premises) and/or TAE's customers, the Supplier will comply with all health and safety, privacy, security and other applicable requirements at the premises. Whenever any property belonging to TAE or its customer is in the possession of

the Supplier or the Supplier's suppliers, the Supplier shall be deemed the insurer thereof and shall be responsible for its safe return to TAE. For the avoidance of doubt, title to TAE supplied equipment will at all times remain in TAE and the Supplier shall ensure that the equipment carries TAE identification tags at all times.

All goods and service providers shall ensure that their employees are aware of the following:

- *their contribution to product or service conformity;*
- *their contribution to product safety;*
- *the importance of ethical behaviour.*

7. CHANGES AND VARIATIONS

TAE may request a change to the Goods or Services required under these Terms and Conditions, by giving a written request to the Supplier (Change Order) in which case the Supplier must as soon as reasonably practicable, but in any event no later than seven (7) days after receipt of the Change Order, provide TAE with a notice setting out (i) whether or not it is able to comply with the Change Order, (ii) any change to the price (specified in the TAE Purchase Order), and (iii) any changes to the time for delivery of the Goods and or performance of the Services (Change Notice). Within seven (7) days after receipt of a Change Notice TAE shall either approve the Change Notice by signing and returning it to the Supplier, or notify the Supplier that it does not wish the Supplier to implement the Change Notice. If TAE approves the Change Notice, upon receipt of the signed Change Notice by the Supplier, the agreement will be deemed to be amended in accordance with the signed Change Notice. No changes to the Goods or Services shall be binding unless agreed in accordance with this clause.

No other changes to these Terms and Conditions shall be binding unless agreed in writing and signed by the parties.

8. DELIVERY

Delivery shall mean (i) the delivery of possession of the Goods, or completion and delivery of the Services being delivered hereunder to TAE at the delivery location, and at the time and date for delivery specified by TAE, as set out in The TAE Purchase Order, and (ii) the transfer by the Supplier to TAE of its right, title and interest in and to the Goods which the Supplier possesses, free and clear of all liens. If no time and date for delivery is specified in The TAE Purchase Order, the Supplier shall deliver the Goods or completed Services within a reasonable period of time. TAE shall not be bound to accept delivery prior to the date and time for delivery specified in The TAE Purchase Order and will not be liable for any loss or charge arising from its refusal to accept such delivery prior such date and time. Upon delivery of the Goods to TAE at the delivery location, title to as described below, and risk of accidental loss of or damage to such Goods and exclusive care, custody and control thereof, will pass to TAE.

If a date and time for delivery is specified in The TAE Purchase Order, the parties agree that time for delivery is of the essence.

9. INSPECTION AND ACCEPTANCE

Notwithstanding any agreement by TAE to collect or pay for the transportation costs of any Goods and/or Services and subject to these Terms and Conditions, TAE shall not be deemed to have accepted the Goods and/or Services unless and until it has had a reasonable opportunity to examine them for the purpose of ascertaining that they conform with these Terms and Conditions and any plans, drawings, specifications or sample provided by the Supplier to TAE and which relates to the Goods and/or Services. Following TAE's inspection of Goods and/or Services, TAE may reject any Goods and/or Services which do not comply with these Terms and Conditions or which contain defective material or workmanship irrespective of payment being made pursuant to clause 3. TAE may hold Goods and/or Services pending the Supplier's instructions relating to any Goods and/or Services so rejected, or may return them to the Supplier at the Supplier's expense. TAE will be deemed to have accepted the Goods and/or Services on the date that is the earlier of: (i) the date that TAE provides a written notice to the Supplier stating that it accepts the Goods and/or Services; or (ii) fourteen days after the date that the Goods and/or Services were delivered in full to TAE.

10. COMPLIANCE WITH LAWS AND REGULATIONS

The Supplier agrees to comply with all Federal, State and local laws, regulations and orders applicable to the supply of the Goods or performance of the Services

and shall indemnify TAE against any loss or damage which arises out of, or in connection with, a breach of this clause 10 by the Supplier.

11. TAXES

Where a supply made by the Supplier is subject to tax, TAE will upon receipt of a valid tax invoice pay, in addition to any other consideration payable to the Supplier, an amount equal to the tax on that supply. The price stated as being payable by TAE is inclusive of all Taxes unless otherwise specified in these Terms and Conditions. TAE will pay the price free and clear of and without deduction or withholding for, or on account of, any Taxes except as required by law. If a deduction is required by law, the relevant payment shall be made net of, or after, the required deduction or withholding.

For the purpose of these Terms and Conditions, 'Taxes' means all present and future taxes including without limitation, levies, imposts, duties, excise, charges, fees, deductions, or withholding of any nature imposed, levied, collected, withheld or assessed by any taxing authority.

12. INTELLECTUAL PROPERTY

The Supplier grants to TAE a worldwide, perpetual, non-exclusive, transferable licence (with a right to sublicense) to use all intellectual property rights which may exist in the Goods and/or Services on delivery of the Goods and/or Services to TAE in accordance with these Terms and Conditions. The Supplier expressly warrants that the Goods and/or Services to be furnished hereunder and the use, production and sale thereof, does not and will not infringe any intellectual property rights of a third party; that the Supplier will at its own expense defend any suit that may arise in respect thereto; and that the Supplier will indemnify and hold harmless TAE, its contractors, employees and agents and its related companies and its and their successors and assigns, and the customers of any of them, from all loss and expense which may arise out of, or in connection with any alleged or actual infringement.

13. REPORTING & AUDIT

In respect of the supply of aviation authority approved and certified Goods and/or Services for aircraft use, the Supplier shall retain all records pertaining to such Goods and/or Services for a period of at least seven years from the date of shipment. Records must be held in their current form and may not be amended, modified in any way or destroyed without prior consent of TAE.

The Supplier will allow a person or persons authorised by TAE to inspect records during normal business hours and to take copies and extracts from the records.

TAE, TAE's customers and/or associated regulatory authorities, on giving reasonable notice, may enter the Supplier's premises to ensure that the Supplier is complying with its obligations under these Terms and Conditions or to ensure that any Goods and/or Services comply with any and all plans, drawings, specifications or sample provided by the Supplier to TAE. The Supplier will give all reasonable assistance to TAE to enable TAE to exercise its rights under this clause 13 including access to photocopying facilities at TAE's reasonable expense.

14. WARRANTIES

The Supplier expressly warrants that all Goods and/or Services ordered pursuant to these Terms and Conditions, (i) shall be delivered free from any pledge, mortgage, lien, other security interest or encumbrance (ii) will be of merchantable quality; (iii) fit and sufficient for the purpose ordered; (iv) will be free from defect in material, design, manufacture and workmanship; (v) will comply with these Terms and Conditions and conform to any plans, drawings specifications or sample furnished by TAE with, or otherwise approved by TAE; and (vi) will comply with all Federal, State and local laws, regulations and orders applicable to the supply of the Goods or performance of the Services, in each case, for the Warranty Period specified in The TAE Purchase Order. The Supplier's warranties shall, as applicable, benefit TAE, its related companies, its and their successors, assigns and customers and shall be construed as conditions as well as warranties and shall not be deemed to be exclusive. The Supplier will obtain warranties from third parties involved in the provision of Goods and/or performance of the Services and assign all such warranties to TAE. The Supplier agrees that the assignment of warranties provided by third parties to TAE, will not limit, restrict or affect in any way, the Supplier's obligations (including its warranties and liabilities) under these Terms and Conditions.

15. FORCE MAJEURE

No party will be liable for any failure or delay in complying with any obligation imposed on such party under these Terms and Conditions if and to the extent that: (i) the failure or delay arises directly or indirectly from any circumstances or occurrence (including, but not limited to labour disputes, war, riot, civil disorder, terrorism, fire, explosion, flood, earthquake, acts of God, epidemics, terminate these Terms and Conditions in whole or in part if the Supplier is in

accident, or intervention of Government or other authority) or epidemics which is beyond the reasonable control of the party affected and which could not have been reasonably foreseen (Force Majeure); (ii) that party gives the other party prompt written notice as soon as possible, but within five (5) days after that party becomes aware of the Force Majeure, providing details of the nature, expected duration and effect of the Force Majeure and keeps the other party informed of any changes in the nature of the Force Majeure and of the cessation of the Force Majeure; (iii) and that party uses its reasonable endeavours to mitigate the effects of the Force Majeure on that party's obligations under these Terms and Conditions; and perform that party's obligations under these Terms and Conditions, within the time specified by these Terms and Conditions despite the Force Majeure, provided that no party will, by virtue of this clause 15, be required against its will to settle any strike, lockout, work stoppage or other labour hindrance.

The date for delivery of the Goods or performance of the Services shall be automatically extended by a period equal to the number of days reasonably necessary to overcome the Force Majeure event in the reasonable opinion of the party seeking to rely on this clause. If the Force Majeure event continues for more than 90 days, TAE may terminate these Terms and Conditions and the Supplier shall be entitled to payment for all Goods supplied and Services performed in accordance with these Terms and Conditions up to the date of such termination.

16. INSURANCE

The Supplier shall maintain the necessary insurances to allow it to meet its obligations under these Terms and Conditions. In each case the sum insured shall not be less than the amount specified in these Terms and Conditions or such other amount as is reasonably directed by TAE from time to time. If no such amount is specified or directed, the amount shall not be less than either the total value of the Goods being supplied under these Terms and Conditions, or the full replacement cost of the equipment to which the Services relate, whichever is the higher sum. The Supplier is required to provide evidence of insurances in the form of a certificate of insurance from its insurance company.

17. INDEMNITY AND LIABILITY

The Supplier agrees to indemnify and will keep indemnified TAE and its related companies (and each director, officer, agent and employee of the other and its related companies) (each an Indemnified Party) from and against all claims, demands, losses, damages, penalties, fines, liabilities, taxes, costs and legal and other expenses (collectively the Claims) incurred by any of the Indemnified Parties, including all Claims by third parties, arising out of or in any way connected with or related to these Terms and Conditions, in respect of (i) loss of or damage to property (whether real or personal) including the Goods and Services; and (ii) any personal injury to or the death of any person, to the extent that any such Claims arise out of, or are in any way connected with, or related to, the negligence, wilful misconduct or a breach of these Terms and Conditions by the Supplier.

TAE's liability in relation to the performance or otherwise of its obligations under these Terms and Conditions, including without limitation in respect of negligence and other tort, shall not exceed the price for the relevant Goods and/or Services, and TAE shall not be liable to the Supplier, for loss of profits, or liability for any consequential or indirect loss of any nature whatsoever, including without limitation liabilities, losses, damage, damages, penalties, fines, taxes, judgments, costs and legal and other expenses including but not limited to loss of use, revenue or any loss of business, loss of production, contract or goodwill.

18. NON PERFORMANCE AND CANCELLATION

TAE may cancel these Terms and Conditions, or part thereof relating to the undelivered or unperformed portion of these Terms and Conditions, by written notice to the Supplier, if subject to clause 15, the Supplier fails to make delivery of the Goods and/or Services by the delivery date, or in the quantity, specified in The TAE Purchase Order. If TAE cancels all or part of these Terms and Conditions under this clause 18, it shall be relieved of its obligation to accept and pay for such Goods and/or Services which are not performed or delivered at the time of cancellation, and may charge the Supplier for any loss incurred. Failure by TAE to cancel these Terms and Conditions or any part hereof when a right of cancellation pursuant to this clause 18 arises shall not constitute a waiver by TAE of any provisions of these Terms and Conditions with respect to any undelivered Goods, unperformed Services or subsequent default by the Supplier which gives rise to a right of termination.

19. TERMINATION

In addition to its rights in clause 9, TAE may by notice in writing to the Supplier breach of these Terms and Conditions and has failed to remedy the breach

(where such breach is capable of remedy) within five (5) days of receipt of a notice in writing from TAE to remedy the breach and indicating that failure to remedy the breach may result in termination of these Terms and Conditions. The termination of these Terms and Conditions in accordance with this clause 19 will not, of itself, relieve any party of its obligation to pay any amount which is properly due and payable under these Terms and Conditions at the date of termination, or affect the existence, exercise or performance by either party of their respective rights, powers and obligations under these Terms and Conditions which have accrued prior to the date of termination.

TAE shall also be entitled to terminate these Terms and Conditions without cause by giving the Supplier seven (7) days written notice to that effect. In that case only, TAE shall pay to the Supplier: (i) for such of the Goods delivered and/or Services completed prior to notice of termination, the price of those Goods and/or Services; (ii) for such of the Goods and/or Services partially completed prior to notice of termination, the Supplier's documented cost of labour and material used to construct or work on such partially completed Goods and/or Services (including the cost of material which the Supplier has contractually agreed to purchase), together with proportionate overhead charges. Such payments made under this provision shall be subject to the Supplier using its best endeavours to mitigate its financial loss, including by reworking or otherwise utilising completed Goods, partially completed Goods and raw materials and/or disposing of the same at the best price reasonably obtainable for those Goods and raw materials. The total of such claim shall not, however, exceed the price for the Goods and/or Services as specified in these Terms and Conditions.

20. DISPUTE RESOLUTION, JURISDICTION AND GOVERNING LAW

Either party may require any dispute between the parties arising out of or connected to these Terms and Conditions (Dispute), which has not been resolved within 14 days, to be referred in the first instance to the senior management of the respective parties. If within 28 days of such referral, a resolution of the Dispute has not been achieved then the parties may refer the Dispute to mediation and shall be entitled to jointly appoint a mediator. The mediator shall conduct the mediation in accordance with the model mediation guidelines. The costs and expenses of the mediator shall be shared by the parties equally. If within 28 days of the parties' first meeting for mediation, the parties are unable to resolve the Dispute through mediation, either party may commence court proceedings. Notwithstanding the existence of a Dispute, or the undertaking of the dispute resolution steps set out in this clause, each party must continue to perform its obligations under these Terms and Conditions.

The provisions of this clause 20 shall not limit or affect the rights of either party to apply to the court at any time for any interim or preliminary relief in respect of the Dispute.

These Terms and Conditions are governed by the law in force in the State of Queensland, Australia. Each party irrevocably submits to the nonexclusive jurisdiction of courts exercising jurisdiction in the State of Queensland, Australia and courts of appeal from them in respect of any proceedings arising out of or in connection with these Terms and Conditions. Each party irrevocably waives any objection to the venue of any legal process in these courts on the basis that the process has been brought in an inconvenient forum.

21. ENTIRE AGREEMENT

These Terms and Conditions and the Purchase Order (as may be amended from time to time in accordance with clause 7) constitute the entire agreement between the parties in relation to the Goods and/or Services. These Terms and Conditions supersedes all other terms and conditions issued by the Supplier and TAE otherwise than in accordance with these Terms and Conditions.

22. MODERN SLAVERY

The Supplier warrants and represents that: (i) neither the Supplier, nor any of its officers, employees or related personnel have been convicted of any offence involving slavery or human trafficking; and (ii) to the best of its knowledge and following reasonable enquiries, the Supplier's subcontractors and/or suppliers have not been convicted of any offence involving slavery or human trafficking.

The Supplier agrees and acknowledges that, in performing its obligations under these Terms and Conditions, it will: (i) comply with all anti-slavery and human trafficking laws and regulations in force from time to time, including without limitation, the Modern Slavery Act 2018 (Cth); and (ii) have in place and implement, appropriate anti-slavery and anti-trafficking policies, practices and procedures to ensure compliance with this clause 22.

The Supplier must, during the period of the TAE Purchase Order: (i) incorporate into its contracts with all of its subcontractors and/or suppliers, obligations equivalent to those set out in this clause 22; and (ii) notify TAE as soon as possible following: (a) any actual or suspected breach of this clause by the Supplier or any of its subcontractors and/or suppliers; and (b) any actual or suspected slavery or human trafficking in a supply chain relating to the TAE Purchase Order.

23. ETHICAL CONDUCT

The Supplier undertakes to fulfil its obligations under this TAE Purchase Order by strictly complying with any laws, rules and regulations applicable in Australia or in the Supplier's country. The Supplier expressly undertakes to abide by TAE's (i) ethical guidelines, (ii) the legal provisions against corruption in accordance with the OECD Anti-Bribery Convention of 1997 and the United Nations Convention against Corruption (UNCAC) of 2003. The Supplier acknowledges that it has been duly provided with a copy of the TAE ethical guidelines, and hereby declares that it adheres without reservation to the provisions contained therein.

Furthermore, the Supplier certifies that no direct or indirect payment has been promised, done or shall be done, either directly by the Supplier or indirectly through a third party, on its own behalf, on behalf of its company or TAE, to any person of public authority, in charge of a public service or invested with an elected public office, to any political party or candidate to an elected office, or to any company or person, including all employees, officers, directors or representatives of the Supplier or TAE, if such payments serve to obtain from these persons that they accomplish or refrain from accomplishing an act, in violation of Australian law or the laws applicable in the country of the Supplier or in violation of any other applicable law or regulation. It is understood that no payment shall be made with the intention or the effect of public or private corruption.

24. NO ASSIGNMENT OR SUBCONTRACTING

The Supplier may not assign, transfer, novate or subcontract these Terms and Conditions or any rights or obligations thereunder, without the prior written consent of TAE.

25. RELATIONSHIP

These Terms and Conditions do not create a relationship of principal and agent, joint venture, partnership or fiduciary relationship between TAE and the Supplier and the parties agree that the Supplier is an independent contractor.

26. CONFIDENTIALITY

The Supplier and its staff must not, without TAE's prior written consent, disclose to any person (other than a person authorised in writing by TAE) any commercially sensitive information whatsoever acquired by the Supplier in connection with these Terms and Conditions.

27. WAIVER

Neither party may rely on the words or conduct of the other party as a waiver of any right unless that waiver is in writing and signed by the party granting the waiver.

28. NOTICES

All notices given in connection with these Terms and Conditions shall be given in English and in writing and may be given by personal delivery, certified mail, e-mail, facsimile or any other customary means of communication to the party's address specified in The TAE Purchase Order. Notices given pursuant to these Terms and Conditions shall be effective (i) (in the case of delivery by hand) on delivery; (ii) (in the case of prepaid post) on the second business day after the date of posting; (iii) (in the case of e-mail) when the e-mail and any attachment comes to the attention of the addressee; and (iv) (in the case of facsimile) on receipt of a transmission report confirming successful transmission.

29. SEVERABILITY

If any provision of these Terms and Conditions is invalid under the law of any jurisdiction, the provision is enforceable in that jurisdiction to the extent that it is not invalid, whether it is in severable terms or not. This clause 29 does not apply where enforcement of the provision of these Terms and Conditions in accordance with this clause 29 would materially affect the nature or effect of the parties' obligations under these Terms and Conditions.

30. BUSINESS CRITICAL ISSUES

TAE Aerospace considers bribery and corruption in any form and denial of site access to be a business-critical issue resulting in immediate cease of trade.

30.1 Business integrity

- (a) Suppliers must engage ethically in all dealings and provide transparent documentation and records
- (b) Bribes, favours, benefits or other similar unlawful or improper payments, in cash or in kind, are strictly prohibited, whether given to obtain business or otherwise. Refer to Clause 3.
- (c) Being fair and reasonable in payment practices and pay undisputed and valid invoices on time in accordance with agreed contractual payment terms and applicable laws.

30.2 Access to the site of manufacture

- (a) Factories are required to grant access to the site of manufacture, if an independent audit is requested
- (b) Access is also to be granted in circumstances where TAE Aerospace wishes to investigate alleged human rights abuses

31. MINIMUM REQUIREMENTS

All suppliers must fully comply with all local laws and regulations regarding labour, health, safety, and the environment. Suppliers must also fully comply with the legal requirements of the countries in which they operate, in addition to all elements of this Ethical Sourcing Policy.

31.1 Employment is freely chosen

- (a) No forced or bonded labour or involuntary prison labour
- (b) Workers must not be required to lodge deposits or identity papers with suppliers
- (c) Workers must be free to leave their employment after reasonable notice has been given

31.2 Freedom of association and the right to collective bargaining

- (a) Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively
- (b) The employer adopts an open attitude towards the activities of trade unions and their organisational activities
- (c) Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace
- (d) Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free

31.3 Child labour shall not be used.

- (a) Suppliers must not use child labour. Child labour is defined as work that deprives children of their childhood, the opportunity to attend school and fulfil their potential and that is harmful to their physical and mental development.
- (b) Suppliers must have the appropriate processes for verifying the age of job applicants and that the process is documented. Policies, procedures, and training must be in place for legally employable juvenile employees (young employees, interns, and apprentices)
- (c) Suppliers must be able to verify the age of all employees to ensure no child labour is used. TAE Aerospace refers to the International Labor Organization's Minimum Age Convention, 1973 (No. 138), where the minimum age for work is defined as being below the age for finishing compulsory schooling, and in any case not less than 15 years of age.
- (d) Children and young persons below the age of 18 must not be employed at night and in hazardous conditions.

31.4 No illegal labour

- (a) Suppliers must be able to verify the legal entitlement of their employees to work in the country of employment

31.5 No harsh or inhumane treatment is allowed.

- (a) Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are prohibited

31.6 Wages and benefits are paid as per legal requirements.

- (a) Wages and benefits paid for a standard working week must meet as a minimum national or industry standards, whichever is the higher. In any event,

wages should always be enough to meet basic needs and to provide some discretionary income.

- (b) All workers must be provided with written and understandable information about their employment conditions in respect to wages, before they enter employment, and about the particulars of their wages for the pay period concerned each time that are paid

- (c) Deductions from wages as a disciplinary measure is not permitted. All disciplinary measures must be recorded.

31.7 Working hours are not excessive.

- (a) Including any overtime, workers must not work above the maximum hours per week or per month as stipulated by local laws, or where local laws do not exist, a total of 60 hours per week
- (b) Workers must have at least one day off in 7 days or two days off in every 14 days
- (c) Overtime must be voluntary and compensated as prescribed by local laws
- (d) Record keeping on hours worked must be accurate, complete, and transparent always
- (e) Working hours exceeding 72 hours a week must not be a systemic occurrence. Employer is required to demonstrate:
 - (i) Exceptional circumstances apply such as unexpected production peaks, accidents, or emergencies
 - (ii) Appropriate safeguards to protect workers' health and safety have been undertaken
 - (iii) This is permissible by national law
 - (iv) A collective agreement that is freely negotiated with a workers' organisation representing a significant portion of the workforce, is in place.

31.8 No sub-contracting of major processes without prior written approval

- (a) There must be no sub-contracting unless documented and available for review by TAE Aerospace or an independent auditor, including but not limited to records of subcontractors' names and locations
- (b) TAE Aerospace considers sub-contracting to mean: "Unauthorised sites contracted by TAE Aerospace's direct suppliers to produce or significantly contribute to the product in its final form for sale, packed in the unit, or produced in bulk in final form for packing elsewhere, or received in bulk final form for packing"
- (c) Suppliers must have adequate policies and processes in place for properly managing subcontracting, to ensure that sub-contractors operate in accordance with applicable laws, regulations, and the TAE Aerospace Ethical Sourcing Policy.

31.9 Working conditions are safe & hygienic.

- (a) A senior management representative must be assigned responsibility of health and safety. Trained personnel must administrate and oversee health and safety.
- (b) With current working knowledge of the industry and associated hazards, suppliers must provide a working environment that is safe and hygienic
- (c) Health and safety training must be provided regularly to existing, reassigned and new workers. The training records must be maintained accurately.
- (d) Personal protective equipment must be supplied, the workers supervised, and workers trained in its use
- (e) Safeguards on machinery must meet or exceed local laws
- (f) Accommodation, if provided, must be clean, safe and meets workers' basic needs
- (g) Access to clean toilet facilities, potable water, and sanitary facilities for food storage, where applicable, must be provided
- (h) Safety training, steps and processes are not compromised for productivity.

31.10 No discrimination is Practised.

- (a) There is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union

membership or political affiliation

(b) Sexual abuse or harassment must be prohibited

(c) Pregnant workers must not be dismissed

(d) Pregnancy testing of employees/potential recruits is not allowed

(e) There is no anti-retaliatory behaviour towards employees who speak out and this is included and documented in employee training

(f) A culture of where employees can speak out freely without actual or fear of reprisal is a part of the supplier's continuous improvement.

31.11 Regular employment is Provided.

(a) To every extent possible work performed must be based on recognised employment relationship established through national law and practice

(b) Employment provided to employees must be subject to labour or social security laws and regulations arising from the regular employment relationship

(c) Employees who have a regular employment relationship with their employer are afforded several obligations from their employer relating to labour and social security laws and regulations. These obligations shall not be avoided using labour-only contracting, subcontracting, home-working arrangements, fixed term contracts or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment.

(d) Employees must have legal contracts

(e) Agencies are required to meet national requirements as a labour provider

31.12 Sustainable business practice

(a) Suppliers are required to assess environmental impact of the business

(b) Aim to do responsible business without causing significant environmental harm

(c) Have clear environmental performance targets

31.13 Respect land rights of communities

(a) Conduct due diligence and tracing to ensure that sites are not party to land encroachment.

31.14 Structural safety of all supplier buildings and manufacturing sites

(a) Premises must be structurally safe

(b) Accommodation provided to workers must be structurally safe

32. ANIMAL TESTING

We do not conduct or commission any animal tests on ingredients, formulations or finished products and will not do so in future

33. ANTI-BRIBERY THE SUPPLIER MUST

(a) at all times comply with all applicable laws, statutes, regulations, and codes relating to antibribery and improper payments including but not limited to the Criminal Code Act 1995 (Australia), the Foreign Corrupt Practices Act 1977 (United States), and the Bribery Act 2010 (United Kingdom) ("Relevant Requirements")

(b) not give or offer or promise to give, receive, or agree to accept, any payment, gift or other benefit or advantage which violates a Relevant Requirement

(c) have and maintain in place throughout the operation of these Terms and Conditions its own policies and procedures, including adequate procedures under the Relevant Requirements, to ensure compliance with the Relevant Requirements, and will enforce them where appropriate

(d) not prepare, approve, or execute any contract or other document or make any record in connection with these Terms and Conditions that the Supplier knows, or ought to reasonably know, is false, inaccurate, or misleading

(e) promptly report to TAE Aerospace any request or demand for any undue financial or other advantage of any kind received in connection with the performance of these Terms and Conditions which will or may be in breach of the relevant requirements

(f) procure, and shall be responsible for, the observance and performance of the Relevant Requirements by all persons performing services or providing goods in connection with these Terms and Conditions on behalf of the Supplier or under its supervision or control.

34. Environmental Standards

The Supplier shall, as a minimum, comply with all applicable laws and regulations relating to the environmental impact of their business. They will maintain procedures for notifying local authorities in the event of an accident or incident which may adversely affect the environment because of their operations. Supplier compliance with environmental law includes any international or applicable local laws affecting the source of materials and processes used to manufacture products. Detailed performance standards are a matter for the Supplier but should at least address the following.

(a) Environmental Permits and Reporting - all required environmental permits (e.g., discharge monitoring), approvals and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed

(b) Waste management – waste of all types, including water and energy, shall be reduced, or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials. Effective controls of waste in respect of ground, air and water pollution shall be adopted. In the case of hazardous materials, emergency response plans shall be in place. Air emissions, wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be characterised, monitored, controlled, and treated as required prior to discharge or disposal.

(c) Hazardous Substances - chemical and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal

(d) Packaging and paper – unnecessary use of materials shall be avoided and recycled materials shall be used wherever appropriate

(e) Conservation – processes and activities shall be monitored and modified as necessary to ensure conservation of scarce resources, including water, flora and fauna and productive land

(f) Energy use – all production and delivery processes shall be based on maximising efficient energy use and minimising harmful emissions

(g) Product Content Restrictions – the Supplier shall adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances, including labelling for recycling and disposal

(h) Product selection – the Supplier shall work with and aid TAE Aerospace in selecting products which are environmentally beneficial.

35. Import and Export Controls

The supplier will have controls used to ensure that all required import and export requirements are satisfied. If there are any breaches, unreasonable risks or changes to process that affect TAE Aerospace's products being distributed then formal notification is to be sent to TAE Aerospace with the relevant information. TAE Aerospace does not condone any import or export process that does not comply with the required due process. Best practice in packaging, documentation, packing, safety, and communication is expected. Items with specific import and export controls such as EAR or ITAR are to follow the strict processing requirements set out by the U.S. Government. Any breaches of ITAR or EAR requirements are to be reported to the U.S. Authorities and TAE Aerospace if it concerns its products or services.

36. Import and Export Controls

The supplier will have security controls and procedures in place to prevent the unauthorised release of personal and business data obtained. Breaches including the unethical use of data is to be reported to TAE Aerospace if concerning its goods and services. Software and all electronic storage systems have best practice security systems in place to prevent unauthorised access. Physical storage systems are also to have best practice security standards to prevent unauthorised access. Supplier is to ensure only relevant data to its business practices are kept on file. These requirements are for all parties that the supplier conducts business with customers, other suppliers, its employees, etc.

37. Counterfeit Preventions

The supplier will have best practice quality standards in place to ensure counterfeit products are not bought or sold within its business. Counterfeit risk is acknowledged, and training provided to relevant staff. Any Instances of counterfeit items bought or sold shall trigger formal notification sent to TAE Aerospace.

38. Governance and Management Systems

The supplier shall have governance and management systems that acknowledge and monitor the above risks. This includes instances of any

breaches, near misses, continuous improvement wins, new processes, etc. The supplier shall ensure it has the relevant resources to satisfy all its governance and management systems requirements. Any breaches to these systems or inability to maintain these systems needs to be reported to TAE Aerospace.