

More Group Supplier Code of Conduct

Last Updated	October 2026
Scope	This Code of Conduct ("Code") applies to all third-party suppliers, contractors, consultants and agents, together with each of their directors, officers, employees and subcontractors, that provide goods and services (collectively "suppliers") to the following More group companies: • More Telecom Pty Ltd • Tangerine Telecom Pty Ltd (collectively, "More" or the "More Group"). Suppliers must read, understand and ensure that their operations and supply chains comply with the requirements set out in this Code. It is the responsibility of Suppliers to communicate this Code to their related entities and any of their own suppliers and subcontractors who support them in supplying to any More Group entities.
Purpose	The More Group is committed to ethical, lawful and sustainable procurement and supplier engagement. This Code sets out the minimum standards that Suppliers must meet in their own operations and throughout their supply chains while providing goods and services to the More Group, including in areas relating to modern slavery, workplace health and safety, cyber security and privacy, and anti-bribery and corruption, and environment. This Code complements, but does not replace, the contractual arrangements between More Group companies and their suppliers. Supplier compliance with this Code forms a part of More Group procurement and sourcing decisions, including decisions to renew or extend existing contracts with suppliers. The purpose of this Code is to: • set out the responsibilities of the More Group, its employees and its contractors with respect to operating and maintaining an ethical, lawful and sustainable business and supply chain; • ensure supplier awareness of and compliance with relevant legal, regulatory and contractual requirements; • establish a framework for identifying and managing relevant supplier compliance risks; and • ensure prompt and effective response to supplier compliance incidents.
Compliance with applicable laws	All suppliers to the More Group are required to comply with all applicable laws in each of the countries in which they operate. Supplier must also ensure they have appropriate policies and processes in place to ensure and monitor their ongoing compliance with relevant laws.

Human rights	At the More Group, we recognise our role and responsibilities in protecting and upholding human rights. We understand that we have the ability to directly and indirectly impact on the human rights of others through our internal business operations and our relationships with third-party suppliers and partners. We require suppliers to the More Group to comply with our Human Rights Policy, in addition to applicable modern slavery laws. Suppliers must take reasonable steps to identify and address risks of human rights abuses, including modern slavery within their operations.
Labour conditions	Suppliers must comply with applicable workplace health and safety and labour laws in each country in which they operate. Without limiting these obligations, suppliers must: • not engage in or support any form of discrimination in hiring or employment practices • respect workers' freedom of association and right to collective bargaining, and not discriminate or retaliate against workers in any way for participating in unions or other types of representative organisations for workers • not, in their dealing with their workers, use violence, corporal punishment, mental, physical, sexual or verbal abuse or harassment, harsh or inhumane treatment, threats of violence or other forms of physical coercion or harassment • define and communicate disciplinary policies and procedures to their workers • have employment agreements in place with employees at the time of hiring which comply with applicable laws, including in relating to wages, benefits and deductions • have policies in place to ensure overtime or after-hours work is appropriately limited, voluntary and compliant with applicable laws • not engage in or support forced labour, child labour or human trafficking • conduct appropriate due diligence on their supply chains • comply with applicable modern slavery legislation • take reasonable steps to assess and address risks of modern slavery within their operations
Environmental management	Suppliers must comply with all applicable environmental laws and regulations in the countries in which they operate. Suppliers should take reasonable steps to minimise environmental impacts across their operations and supply chains. This includes, where reasonably practicable, reducing energy use, waste and emissions, and using resources efficiently. Suppliers may be required to provide information about their environmental practices where relevant to the services they provide to the More Group, including where the More Group is required to submit

	mandatory sustainability reporting in connection with its business and supply chain under applicable laws.
Workplace health and safety	Our suppliers are critical to our business operations and service delivery to our customers. We are invested in ensuring the safety and well-being of supplier personnel involved in delivering these services. In addition to complying with all applicable workplace health and safety laws, suppliers to the More Group must: • provide and maintain a safe working environment • identify and manage health and safety risks arising from their operations • ensure workers receive appropriate training, instruction and supervision to perform their work safely • provide appropriate protective equipment where required • maintain processes for reporting and responding to workplace incidents • maintain emergency procedures appropriate to the nature of their operations • take reasonable steps to support the physical and mental wellbeing of workers
Business integrity and ethics	Suppliers must conduct their business with integrity, transparency and in compliance with all applicable laws. The More Group has zero tolerance for bribery, corruption or any other form of unethical or illegal conduct in its business or supply chain. Suppliers must: • not engage in bribery, corruption, fraud or any form of improper payments • comply with all applicable anti-bribery and anti-corruption laws • avoid conflicts of interest and promptly disclose to the organisation any actual, potential, or perceived conflicts of interest, including where a personal, financial, or other interest could improperly influence (or be seen to influence) the supplier's obligations or decisions • comply with all applicable trade, export control and sanctions laws • maintain accurate books and records in relation to their business activities Suppliers must take reasonable steps to ensure these standards are upheld within their own supply chains.
Cyber security and privacy	Suppliers must protect the confidentiality, integrity and security of More Group information and systems in accordance with applicable laws,

	industry standards and applicable More Group policies reasonably notified by the More Group to the Supplier. Suppliers must: • implement appropriate technical and organisational security measures • only use personal information for authorised purposes • ensure More Group data and customer information is protected from unauthorised access, loss or misuse Suppliers must promptly notify the More Group in accordance with applicable laws and the terms of their agreement if they become aware of any actual or suspected data breach, or security incident that may impact More Group, its customers or systems, and in any event within 48 hours of becoming aware of the incident (or sooner if required by applicable law). Where a supplier provides goods or services that support a critical infrastructure asset of the More Group, the supplier must cooperate with the More Group's obligations under the Security of Critical Infrastructure Act 2018 (Cth), including by providing information reasonably requested to support risk management program obligations and government reporting requirements.
Supplier management and reporting	Suppliers must maintain appropriate policies, procedures and management systems to ensure compliance with this Code. Suppliers are required to: • provide reasonably requested information relating to their compliance with this Code • participate in assessments, audits and reviews • demonstrate how they manage environmental, social and governance risks Suppliers must ensure that equivalent standards are applied to their own suppliers and subcontractors.
Reporting concerns	Suppliers must provide appropriate mechanisms for workers to raise concerns without fear of retaliation and must not retaliate against any individual who reports misconduct in good faith. Suppliers, and their workers, may also raise concerns about actual or suspected misconduct in relation to the More Group directly with the More Group in accordance with the More Group Whistleblower Policy, including via the webform at more.com.au/whistleblower-reporting. Suppliers must promptly notify More Group of any material breach of this Code.
Non-compliance with the Code and enforcement	Failure to comply with this Code may result in action by More Group, including: • requiring corrective actions

	• suspension of services • termination of the supplier relationship • other actions or remedies available under the agreement between the supplier and the More Group. Suppliers must cooperate with More Group in addressing any identified non-compliance and take timely steps to remediate issues.
Code Review	This Code is approved by the CEO of the More Group companies. The Chief Legal Officer is responsible for maintaining the policy and coordinating its review. The policy will be reviewed at least annually and earlier where there is: • a material change to applicable law or regulatory guidance; • a material change to the More Group’s operations, supply chains or human rights risk profile; • a significant incident or identified control weakness; or • another development indicating that the policy may no longer be appropriate or effective.

Owner	More & Tangerine Chief Legal Officer
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