

Supplier Code of Conduct

Argent Energy aims to be a leader in sustainable development in the industries in which it operates. We actively seek to select and work with suppliers who not only comply with laws and regulations but go beyond by setting standards that are expected of an industry leader.

This Supplier Code of Conduct ("Code") outlines the minimum standards we expect of for all our suppliers.

Legal and Regulatory Compliance

Suppliers must comply with all applicable laws and regulations wherever they operate.

Environment

Suppliers should:

- have in place an effective system for managing environmental issues including measuring and reporting on their environmental impact;
- seek to improve the impact of their operations upon the environment.

In line with Argent's principles, we have a strong preference for Suppliers whose goods or services can make a significant difference to reducing our environmental impact.

Child Labour

Suppliers must not:

- employ any person under the local legal minimum employment age; or
- employ any person below the age of 16 years (unless part of a recognised professions apprenticeship programme)

Forced Labour

Suppliers must not use any form of forced, coerced or bonded labour.

Compensation and Working Hours

All employees will have written contracts that comply with local laws

Suppliers must provide each employee at least the local legal minimum wage and benefits and are encouraged to follow local voluntary codes.

Suppliers must pay their employees promptly and payment should not be made more than one month in arrears.

Employees should be compensated for overtime according to the law and within legal working hour limits.

Industrial Relations

Suppliers will have in place communications mechanisms and grievance procedures that allow employees to raise concerns and complaints with management, without fear of reprisal and ensure concerns are appropriately addressed in a timely manner.

Health and Safety

Suppliers must take adequate steps to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work.

Suppliers should have in place, or agree to adopt in a reasonable timeframe, health and safety policies and procedures. Information regarding these policies and procedures should be made readily available to employees.

Suppliers will ensure that employees are aware, through newsletters, training or other effective and frequent means of communication, of the suppliers' obligations with regard to site safety and their own obligations of ensuring the safety of themselves and others.

Discrimination / Rights

All conditions of employment must be based on an individual's ability to do the job, not on the basis of personal characteristics or beliefs.

Suppliers must not discriminate on the basis of age, colour, disability, gender, national origin, race, religion, sexual orientation, or other similar factors.

Subcontractors and other Service Providers

Suppliers should work with their own service providers and subcontractors to ensure that they also strive to meet the principles of this Code and are actively encouraged to have their own supplier code of conduct. This should be integrated within the supplier's business processes to select and manage the performance of subcontractors and other service providers.

Suppliers and subcontractors should be paid accurately and on time.

Bribery and Corruption

Suppliers will have policies, codes of conduct and procedures in place to avoid all forms of bribery, corruption and fraud and ensure they are enforced.

Suppliers should disclose to Argent Energy any situation that may appear as a material conflict of interest. They are also expected to disclose to Argent Energy if any of Argent Energy's officials or professionals under contract with it have a material interest of any kind in the supplier's business or any kind of economic ties with the supplier.

Audit, Documentation and Inspection

Suppliers must maintain records of all relevant documentation necessary to demonstrate compliance with this Code and related laws, and where requested, should agree to make these documents available for us or our designated auditor as evidence of compliance. Where appropriate, suppliers may be asked to permit inspections of suppliers' sites and facilities for verification purposes in line with this Code.

Argent Energy will review this Supplier Code of Conduct from time to time as appropriate, and in any event, once every three years.