



Curtin University



# SUPPLIER CODE OF CONDUCT

# CURTIN UNIVERSITY - SUPPLIER CODE OF CONDUCT

---

## INTRODUCTION

Curtin University (*Curtin*) aspires to be one of the finest universities in the world, transforming lives and communities through education and research.

We are committed to promoting environmental and social responsibility and to embedding sustainability into all aspects of our operations, teaching and learning, research and engagement. As a recognised leader in [sustainability research](#) we strive to build sustainability into the very fabric of the University and are in the process of creating [a world class sustainable campus](#).

Where the business practices and behaviour of Curtin's suppliers do not align with Curtin's aspirations or sustainability values, it may impact on Curtin's reputation and operations. Adopting a Supplier Code of Conduct supports the [University's Values](#) and its [Strategic Plan](#) and provides a mechanism so that suppliers and other contributors within our supply chain align to Curtin's aspirations.

This Supplier Code of Conduct (*Code*) sets out the minimum standards of behaviour that Curtin expects its suppliers to meet in the areas of human rights, labour, environment and anti-corruption.

The principles and standards that Curtin has consulted and considered in its development of this Code include:

- The United Nations (*UN*) Declaration of Human Rights.
- The UN and International Labour Organisation conventions.
- The UN Global Compact's ten principles.
- The UN Sustainable Development Goals.
- The Commonwealth Modern Slavery Act (2018).

The Code is a live document and Curtin may update it based on leading practices and emerging legislation.

## APPLICATION OF THE CODE

Curtin's suppliers must supply their goods and services in accordance with the Code. This Code does not preclude Curtin from including additional requirements into supplier contracts and Curtin recommends that suppliers consider whether their agreement with Curtin contains additional obligations or higher standards than those set out in this Code.

Curtin expects suppliers to read, understand and ensure that their business and supply chains meet the requirements and standards of the Code. Suppliers must communicate this Code to related entities and any third party suppliers and subcontractors who support the supplier in their supply to Curtin, so that these parties are aware of, understand and also comply with this Code.

## CURTIN UNIVERSITY - SUPPLIER CODE OF CONDUCT

---

In this Code:

“*supplier*” means an entity that supplies goods or services to Curtin or a related entity, third party supplier or sub-contractor of the supplier who supports the supplier in their supply to Curtin.

“*workers*” includes employees, contractors, agency and temporary staff of a supplier.

“*the law*” means the laws of the jurisdictions that apply to the procurement, supply or performance of the relevant goods or services, and include the laws of Australia and the countries in which the relevant supplier operates.

### COMPLIANCE WITH THE LAW

Suppliers must comply with the law.

### HUMAN RIGHTS

Suppliers must:

- Respect and support the protection of Human Rights as set out in the [UN Universal Declaration of Human Rights](#) and the [UN Global Compact's 10 principles](#), including respecting and supporting the protection of the rights of workers, individuals and communities impacted by their operations.
- Ensure they are not complicit in direct or indirect human rights abuses in their operations.

### LABOUR

Suppliers must:

- Allow workers to freely and voluntarily establish and join (or not join) industrial organisations of their choice without interference, discrimination, retaliation or harassment.
- Allow voluntary collective bargaining without interference, discrimination, retaliation or harassment.
- Ensure labour is freely given and workers are free to leave in line with established rules.
- Ensure there is no forced or compulsory labour including any form of involuntary labour including (but not limited to) slavery, and modern slavery as defined in the Commonwealth Modern Slavery Act (2018), bonded labour or debt bondage.
- Ensure there are no exploitative practices such as forced overtime, the holding of official or personal documents such as (but not limited to) passports, financial or identification documents as a condition of employment.
- Ensure workers are not required to pay recruitment, or other types of fees for employment.



## CURTIN UNIVERSITY - SUPPLIER CODE OF CONDUCT

---

- Contribute to the elimination of all forms of forced and compulsory labour, exploitative practices, payment of fees and induced indebtedness throughout their supply chains.
- Comply with [ILO Convention 138](#) to ensure the effective abolition of child labour in their supply chains.
- Provide a safe and respectful work environment.
- Not discriminate against workers in their recruitment or employment practices based on age, disability, ethnicity, gender, marital status, political affiliation, race, religion, sexual orientation, gender identity, or union membership.

### ENVIRONMENT

Suppliers must:

- Comply with all applicable laws and regulations relating to the environment, including any management and reporting obligations and also meet Australian standards where these are higher than those that apply in the supplier's jurisdiction.
- Take a precautionary approach to potential environmental challenges associated with their operations.
- Minimise the environmental impact of their operations and maintain environmentally responsible policies and practices.
- Have a documented environmental management system in line with recognised standards (e.g. ISO or EMAS).
- Maintain a practice of continuous improvement and innovation in their approach to environmental impact, including the revision of existing, and adoption of new practices, processes, systems and technologies.

### ANTI-CORRUPTION

Suppliers must:

- Comply with all relevant anti-corruption and anti-bribery laws and regulations in the supplier's jurisdiction and also meet Australian standards where these are higher than those that apply in their jurisdiction.
- Not use bribery, extortion or other forms of corrupt practices.
- Develop policies and programs to address corruption throughout their operations and supply chains.

### EFFECTIVE MANAGEMENT

Suppliers must:

- Develop, maintain and implement policies consistent with this Code and maintain appropriate management systems and documentation to demonstrate compliance with this Code.



# CURTIN UNIVERSITY - SUPPLIER CODE OF CONDUCT

---

