

Supplier Code of Conduct

June 2025



Our commitments to a better, fairer, more sustainable future¹

As one of the largest profit-to-member superannuation funds, our ambition is to be recognised as the most trusted superannuation fund in Australia.

Therefore, Rest supports actions that help our members achieve their personal-best retirement income, while also contributing to a more sustainable future. We have aligned ourselves to the United Nations Sustainable Development Goals as part of this commitment. Rest is also focussed on ensuring we remain uncomplicated, fair and equitable, and forward looking.

Our suppliers are key to us realising this. We see our suppliers as strategic partners who deliver real value to Rest and our members. As such, we are interested in how they conduct their business and view it as an extension of our operations. The intent of this code is to set out our expectations of behaviours and ethical business practices across our suppliers and our suppliers' entire supply chain.

We would like suppliers' conduct to align to the Rest Effect Values which include:

Be

Daring

Have

Grit

Keep it

Simple

Take

Action

¹<https://rest.com.au/why-rest/about-rest/sustainability>

Application



This Code applies to all suppliers, their employees, subsidiaries and subcontractors. Rest expects that all suppliers will meet or work towards meeting the requirements set out in this Code. Rest also expects that suppliers will promote this Code across their supply chain. Rest understands that suppliers may not always be able to meet all the requirements outlined. We will work with those suppliers to lift awareness and document a plan to implement any required improvements.

Governance, Compliance and Business Continuity



Compliance with all applicable laws and regulations in relation to all areas of business operations. Business is conducted in a fair and ethical manner and any breaches are reported. Any use of sub-contractors should be clearly documented, and Rest should be advised in a timely manner. We require our suppliers to have business continuity plans in place to minimise disruption of services to Rest and our members.

Diversity and Inclusion



Commitment to improving diversity and inclusion by having gender balanced teams and diversity up to senior leadership levels. There should be no discrimination against any employee based on gender, race, religion, sexual orientation, marital status, accessibility requirements, or any other legally protected status.

Environment & Climate Change



Rest has a long-term objective to achieve a net zero carbon footprint by 2050. Therefore, our suppliers should be aware of their environmental and climate change impact and strive to minimise any negative impacts throughout their operations and supply chain. National environmental protection laws, regulations, and standards should also be met.

Human Rights, and Work, Health & Safety



Our suppliers need to manage their operations and supply chain to ensure there is no forced labour, bonded labour or child labour. There cannot be any contribution or benefit derived directly/indirectly from any type of modern slavery². Employees should not be paid less than the minimum legal wage and working hours and overtime should comply with the Fair Work Act 2009³ and/or other applicable laws. Appropriate measures to ensure the health and safety of the workforce and wider public should be taken. The workplace should be a safe environment and be free from any form of harassment, discrimination, bullying and unlawful treatment of employees.

Anti-Bribery & Corruption and Gifts & Benefits



Rest does not condone any form of bribery, corruption, or prohibited business practices. Our suppliers need to comply with all applicable laws and regulations in relation to anti-bribery and corruption. Any breaches of the applicable laws and regulations may result in termination of the contract.

Suppliers need to be aware that Rest has a 'no gifts' policy for our employees. Some offers of events and entertainment can be provided to Rest employees where there is a clear business purpose and there is an existing supplier relationship in place. However, these offers cannot be excessive.

Grievances



Rest has a Whistleblower Policy which allows our suppliers to raise concerns without fear of retribution if they believe we have breached our legal or ethical obligations, or, they are aware of fraudulent, corrupt or dishonest conduct.

Quality & Joint Value Creation



Delivery of all agreed terms within the contract and willingness to collaborate and co-create value with Rest. Rest is committed to building a long term, values- driven relationship with our suppliers and this Code captures the foundations of this partnership.

²<https://www.ilo.org/global/topics/forced-labour/lang--en/index.htm>

³<https://www.legislation.gov.au/Details/C2020C00318>

We're here to help

Please contact
procurement@rest.com.au
with any feedback or questions



Retail Employees Superannuation Pty Ltd ABN 39 001 987 739, AFSL 240003 (Rest), as trustee of Retail Employees Superannuation Trust ABN 62 653 671 394 (Fund) Environment & Climate Change Rest has a long-term objective to achieve a net zero carbon footprint by 2050. Therefore, our suppliers should be aware of their environmental and climate change impact and strive to minimise any negative impacts throughout their operations and supply chain. National environmental protection laws, regulations, and standards should also be met.

Rest