



ETHICAL SOURCING POLICY

Marine and Industrial Marketing (MIM) has a long history of manufacturing and supplying Rapp-it Pipe Repair Systems globally to mining, processing, industrial, oil and gas, agricultural and marine industries. MIM is committed to responsible sourcing, which protects the livelihoods of vulnerable workers in our supply chain and upholding human rights standards, and, as such, expects that all its suppliers and service providers to practice ethical and humane work practices.

MIM is committed to conducting our business with integrity, responsibility and transparency. As a company based in Queensland, Australia, we uphold ethical sourcing principles that align with Australian regulations, international standards, and best practices. This policy ensures that our supply chain is responsible, sustainable, and equitable, benefiting workers, the environment, and the communities we serve.

The MIM Ethical Sourcing Policy is based primarily on the Ethical Trading Initiative Base Code (ETI), which is founded on the conventions of the of the International Labour Organisation (ILO) and is an internationally recognised labour code of practice.

It is a requirement that

1. All suppliers and service providers are required to agree to the Principles of the MIM Ethical sourcing policy and as set out in their Trading Terms Agreements with MIM. It is also a responsibility of the suppliers and service providers that their suppliers and agreed subcontractors adhere to this code. All companies are at all times expected to comply with national and other applicable local laws and regulations.
2. Suppliers must complete a self-assessment, as required and MIM may, at its discretion, require an independent audit of a supplier's compliance with this policy.
3. When non-compliance with the MIM Ethical Sourcing Policy is identified then MIM will undertake remedial action with the supplier or service provider immediately and agree to a review of the improvements in a realistic timeframe. If the supplier or service provider is either unwilling or unable to make the required improvements, then a plan will be implemented to terminate the Trading Agreement and all current purchase orders with the supplier or service provider.

COMMITMENT TO FAIR LABOUR PRACTICES

We are dedicated to ensuring that all workers across our supply chain are treated with fairness, dignity, and respect. Our suppliers must comply with Australian labour laws, international labour standards, and the principles outlined in the **Ethical Trading Initiative (ETI) Code of Conduct** and **International Labour Standards (ILS)**. Key commitments include:

- **Non-Discrimination:** We do not tolerate discrimination based on race, gender, religion, age, sexual orientation, disability, or any other characteristic. All workers are entitled to be treated fairly.

- **ETI Code Principle:** Employment is freely chosen, and no discrimination occurs based on any grounds.
- **Fair Wages:** All workers must receive wages that meet or exceed local minimum wage laws, and their compensation must be sufficient to meet their basic needs.
 - **Relevant Law:** *Fair Work Act 2009 (Cth), Modern Slavery Act 2018 (Cth)*
 - **ILS:** Ensuring that wages are fair and cover essential living costs aligns with ILO standards on compensation.
- **Safe and Healthy Working Conditions:** All suppliers must provide a safe and healthy working environment that adheres to local and international health and safety standards.
 - **Relevant Law:** *Work Health and Safety Act 2011 (Qld)*
 - **ETI Code Principle:** Employers must provide a safe and healthy working environment.
- **Child Labour:** We prohibit the use of child labour in any form, in alignment with local regulations and international standards.
 - **Relevant Law:** *Fair Work Act 2009 (Cth)*
 - **ILS:** Prohibition of child labour as defined by the **International Labour Organization (ILO)** Conventions, specifically **Convention 138** (Minimum Age) and **Convention 182** (Worst Forms of Child Labour).
- **Forced Labour:** We do not tolerate forced, bonded, or involuntary labour in any part of our supply chain.
 - **Relevant Law:** *Modern Slavery Act 2018 (Cth)*
 - **ETI Code Principle:** Workers must not be coerced or forced into labour, and must be free to leave their employment upon lawful notice.

SUSTAINABLE AND RESPONSIBLE MATERIAL SOURCING

Our company is committed to sourcing materials that promote environmental sustainability and are ethically obtained. We require our suppliers to meet the following standards:

- **Environmental Sustainability:** Suppliers must comply with environmental regulations and minimize their ecological impact. We prioritise businesses that use sustainable resources and eco-friendly production methods.
 - **Relevant Law:** *Environmental Protection Act 1994 (Qld)*
- **Conflict-Free Materials:** We are committed to sourcing materials that do not contribute to conflict, human rights abuses, or environmental damage, particularly with regard to conflict minerals (tin, tungsten, tantalum, and gold).
 - *Modern Slavery Act 2018 (Cth)* and *ETI Code:* Prohibiting the use of conflict minerals, ensuring transparency in the sourcing process.

ETHICAL SUPPLIER RELATIONSHIPS

We value long-term relationships built on mutual trust and shared responsibility with our suppliers. To maintain these relationships, we adhere to the following principles:

- **Supplier Audits and Monitoring:** We regularly audit and monitor our suppliers to ensure their compliance with this policy and international standards, including the **ETI Code** and **International Labour Standards**.
- **Transparent Communication:** We maintain open, honest, and transparent communication with our suppliers about expectations and any ethical concerns.
- **Collaboration:** We work with suppliers to address challenges and provide support to help them meet our ethical sourcing standards.

HUMAN RIGHTS and COMMUNITY IMPACT

We recognise our responsibility to respect human rights and positively impact the communities in which we operate. Our supply chain practices are guided by the following:

- **Respect for Human Rights:** We respect the fundamental human rights of all individuals in our supply chain, including freedom of association and collective bargaining.
 - **ETI Code Principle:** Workers must be allowed to freely join or form trade unions and must have the right to negotiate collective bargaining agreements.
 - **ILS:** We comply with ILO standards, particularly **Convention 87** (Freedom of Association) and **Convention 98** (Right to Organize and Collective Bargaining).
- **Community Engagement:** We actively support suppliers who engage in social responsibility initiatives that benefit their communities and workforce.

COMMITMENT to RECONCILIATION ACTION and INDIGENOUS SUPPLIER SOURCING

As part of our commitment to reconciliation with Australia's First Nations peoples, we actively seek to engage with and support Indigenous suppliers in our supply chain. We recognize the importance of fostering economic opportunities for Indigenous communities and are committed to:

- **Indigenous Supplier Engagement:** We prioritise sourcing products and services from Indigenous-owned and operated businesses where possible.
- **Reconciliation Action:** We align with Australia's **Reconciliation Action Plan (RAP)**, which outlines actions and initiatives that contribute to closing the gap between Indigenous and non-Indigenous Australians. We support Indigenous cultural awareness, employment opportunities, and community development.
- **Commitment to Equity:** We aim to ensure equitable access to opportunities for Indigenous businesses within our supply chain, promoting fair treatment and inclusion.

COMMUNITY SUPPORT and LOCAL BUSINESS ENGAGEMENT

At MIM, we are dedicated to supporting the local communities where we operate. We understand the importance of contributing to the social and economic wellbeing of these communities and actively seek to make a positive impact through the following initiatives:

- **Charitable Donations:** We regularly make donations to a variety of charitable organizations that align with our company values, including those that support education, health, environmental sustainability, and Indigenous communities. Our donation strategy aims to create meaningful change and contribute to causes that help improve the lives of those in need.
- **Supporting Local Businesses:** We prioritize sourcing products and services from local businesses wherever possible. By supporting local suppliers and entrepreneurs, we contribute to the economic growth and prosperity of our community. We also encourage collaboration with other businesses within Australia to foster a strong, resilient local economy.

COMPLIANCE with AUSTRALIAN LAWS and INTERNATIONAL STANDARDS

As a company based in Queensland, we comply with Australian laws, including those outlined in the **Modern Slavery Act 2018** (Cth) and the **Fair Work Act 2009** (Cth), as well as international standards like the **ETI Code** and **International Labour Organization (ILO) Conventions**. We ensure that our sourcing practices comply with the following:

- **Modern Slavery Act 2018** (Cth) – Requires businesses to report on their efforts to address modern slavery within their supply chains.

- **Fair Work Act 2009** (Cth) – Ensures fair pay, conditions, and dispute resolution processes for workers.
- **Work Health and Safety Act 2011** (Qld) – Regulates workplace safety standards in Queensland.
- **Environmental Protection Act 1994** (Qld) – Governs environmental protections and sustainability efforts.
- **International Labour Standards (ILS)** – We follow ILO conventions and the **ETI Base Code**, which align with global best practices regarding labour rights and ethical business practices.

CONTINUOUS IMPROVEMENT

We recognise that ethical sourcing is an ongoing process, and we are committed to continuous improvement:

- Regularly reviewing and updating our policy to stay aligned with evolving laws, regulations, and industry best practices.
- Actively participating in industry groups and collaborating with stakeholders to enhance ethical sourcing and sustainability efforts.
- Providing ongoing training and support to employees and suppliers on best practices for sustainable and ethical sourcing.

REPORTING and ACCOUNTABILITY

We encourage all stakeholders—employees, suppliers, and customers—to report concerns or violations of our ethical sourcing policy. We provide the following reporting channels:

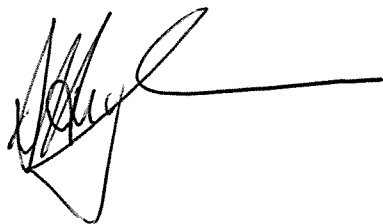
- **Stakeholders** can contact our compliance officer or ethical sourcing manager for support.

Conclusion

At MIM, we are dedicated to upholding the highest standards of ethical sourcing, ensuring our operations reflect our commitment to human rights, sustainability, compliance with Australian and international laws, reconciliation with Indigenous communities, and support for our local community. This policy provides a clear framework for ensuring that our supply chain operates with integrity, responsibility, and respect.

All employees and contractors have a duty to uphold and comply to the laws of the countries and jurisdictions in which they operate.

Approved by David Huybers, Managing Director

A handwritten signature in black ink, appearing to read 'David Huybers', with a long horizontal line extending to the right.