

SUPPLIER CODE OF CONDUCT

Introduction

Myer is committed to upholding the highest standards of labour, human rights, environmental and ethical standards throughout the value chain. Suppliers play a significant role in achieving these goals. The Supplier Code of Conduct outlines our requirements for fair, safe and healthy working conditions and environmental responsibility throughout our supply chain.

Scope

This Supplier Code of Conduct applies to all Myer's suppliers who participate in the delivery of raw materials, components, products or services to Myer, including but not limited to direct suppliers, indirect suppliers, contractors and other business partners.

Suppliers have the responsibility to hold their own supply chain to the same standards as set out in our Supplier Code of Conduct.

Compliance with Laws and Regulations

Suppliers shall comply with all applicable laws and regulations of the countries or regions in which they operate. In the event that the standards of local or national laws or regulations differ with our Suppliers Code of Conduct, Suppliers shall adhere to whichever is more stringent.

Human Rights and Labour Standards

Forced Labour

Suppliers shall neither tolerate nor engage in any form of force labour, human trafficking or modern slavery, including bonded labour, indentured labour, prison labour.

Suppliers shall not withhold employees' original government-issued identification and travel documents. Suppliers shall ensure that all work is voluntary, and no fees or costs have been charged related to recruitment. Employees are free to terminate their employment without penalty after providing reasonable notice. Imposing unreasonable restrictions on movement within the workplace or upon entering or exiting facilities

provided by the company is prohibited.

Prohibition of Child Labour

Suppliers shall only employ employees who are at least 15 years, or over statutory school-leaving age or legal working age, whichever is higher.

If any child labour is detected, Suppliers shall withdraw them immediately from workplace and improve the age verification process during recruitment. For a child still subject to compulsory education law, Suppliers shall offer support to enable the child to attend and remain in school until the child completes compulsory education. For a child not subject to compulsory education laws, Suppliers shall find alternative income generation and/or vocational training opportunities.

Protection of Young Workers

Suppliers shall never allow workers under the age of 18 to work at night, or perform overtime work, hazardous work, or any other work that is likely to jeopardise the worker's health, safety or morals. When hiring trainees or apprentices, Suppliers shall comply with applicable laws and regulations.

Anti-discrimination

We encourage our suppliers to foster the culture of diversity, equity and inclusion in the workplace. Suppliers shall not subject any person to discrimination in any aspect of employment relationship, including recruitment, hiring, wages and benefits, promotion, discipline, termination or retirement, on the basis of birth, age, gender, language, sexual orientation, race, religion, disability, pregnancy status, marital status, parental status, political or other opinion, union membership, ethnicity, nationality, or any other status protected by applicable law.

Anti-Harassment and Abuse

Suppliers' employees shall be treated with respect and dignity. Suppliers shall not threaten employees or subject them to harsh or inhumane treatment, including but not limited to verbal abuse and harassment, physical, sexual, psychological and mental harassment.

Freedom of association and collective bargaining

Suppliers shall recognise and respect the right of their employees to Freedom of Association (FOA) and collective bargaining. Employees shall be free to form and join

organisations of their choice without interference. Where local laws restrict independent trade unions, employees should be able to form workers' committees for their representation. Establishing or joining a trade union or a workers' committee, or becoming a member of such organisation shall not be a reason for discrimination, harassment, retaliation and termination of employment.

Working Hours

Suppliers shall not require their employees to work more than the regular and overtime hours permitted by applicable laws. They shall ensure compliance with the maximum number of working hours, overtime, and personal leave defined in applicable laws.

Wages and Benefits

Suppliers shall pay all employees in a timely manner and shall pay at least the legally required minimum wage. Suppliers shall comply with all applicable laws and regulations including those related to minimum wage, overtime hours and legally required benefits such as annual leave and holidays.

Right to Occupational Health and Safety

Suppliers shall provide a safe and healthy workplace designed and maintained to prevent accidents, illness and injury attributable to the work performed or the operation of facility and machinery. Suppliers shall comply with all applicable laws and regulations concerning health and safety in the workplace.

Suppliers shall have systems to detect, prevent and minimise potential risks to the health, hygiene, and safety of all employees. These include but are not limited to emergency management, fire safety, responsible management of chemicals, structural safety, electrical safety, occupational health and safety and ventilation systems.

Grievance Mechanism

Suppliers shall have an effective grievance mechanism for their employees to report feedback and complaints, as well as possible violations of this Supplier Code of Conduct, confidentially and without fear of retaliation.

Environmental Compliance and Climate Protection

Suppliers shall comply with all applicable laws and regulations concerning environmental protection in the countries in which they operate. They shall have policies and procedures in place and shall implement responsible measures to mitigate negative impacts on the environment.

Suppliers are expected to make continuous improvements in environmental protection, including but not limited to increasing energy efficiency, reducing Greenhouse Gas (GHG) emission, using renewable energy, reducing water consumption and implementing waste reduction plan.

Responsible Business

Corruption and Bribery

Suppliers shall neither tolerate nor engage in any form of corruption or bribery, and shall comply with all applicable laws and regulations concerning corruption and bribery.

Conflicts of Interest

Suppliers shall make decisions based on objective considerations and shall make every effort to avoid any situation which may lead to an actual, perceived, or potential conflict of interest. Any situation of actual, perceived or potential conflict of interest shall be declared in writing to Myer at the earliest.

Conflict Minerals

Suppliers in the gold, silver, Platinum Group Metals (PGM), diamonds and coloured gemstones supply chain shall comply with the requirements of applicable laws and regulations and industrial standards related to conflict minerals. They shall exercise due diligence on the source and chain of custody of materials in accordance with the OECD Due Diligence Guidance to avoid materials which originate from Conflict-Affected and High-Risk Areas (CAHRAs) and contribute to human rights harm, corruption.