

Beach Supplier Expectations

Version 1



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Document status

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**Our purpose at Beach is to
SUSTAINABLY DELIVER
ENERGY FOR COMMUNITIES**

Purpose of the Beach Supplier Expectations

The seven categories of expectations set out in this Beach Supplier Expectations intend to make clear to all Beach suppliers (including potential suppliers) what we expect from them when they work with Beach on a high level over and above the contractual terms and conditions, law and regulations, and HSE requirements, through which the suppliers are engaged.

These Expectations reflect what Beach is committed to and how we expect all of our suppliers to comply with applicable laws, proactively developing mitigation and actions on these seven Expectations below.

For the purpose of this Beach Supplier Expectations, “supplier”, “you” and “your” means suppliers, contractors, and their personnel, and “Beach”, “we” and “our” means Beach Energy Limited and its Related Bodies Corporate.

Nothing in this Beach Supplier Expectations is intended or shall be construed to:

- a. Relieve a supplier from any obligations or warranties set out in any binding agreement between Beach and the Supplier;
- b. Limit any obligation or liability of any supplier under any applicable law; or
- c. Impose any binding obligations on Beach.



1. Health and Safety

At Beach, safety is our top priority and takes precedence in everything we do. Beach's objectives are to ensure:

- A healthy and safe workplace for all workers at all sites;
- Protection of communities where we operate;
- Compliance with all applicable laws, regulations and standards (i.e. Beach Packaging Standard); and
- Facilitation of good business outcomes and growth through excellent health and safety performance.

We expect you to demonstrate commitment to health and safety as a fundamental element of how you do business and how we do business together, including by:

- Adhering to the Beach Life Savings Rules as applicable;
- Following the industry health and safety standards, policies and procedures;
- Providing a safe and healthy workplace and caring for the workers, communities and customers impacted by your activities;
- Recognising safe behaviour and sharing information to prevent unsafe behaviour;
- Fully participating in the Beach competency management system "MyPass" where required;
- Actively sharing health and safety lessons applicable to Beach and its suppliers;
- Actively demonstrating ownership and accountability, as applicable to the Chain of Responsibility legislation;
- Reporting all health and safety incidents and taking appropriate actions to prevent similar incidents from recurring; and
- Regularly collect and report information that may be required; verify against expectations, identify shortfalls and establish plans and drive actions to address shortfalls.

2. Labour and Human Rights

As a responsible corporate citizen, Beach is committed to respecting labour and human rights, and identifying, avoiding, minimizing and mitigating any human right risks in our operations and our supply chains.

Consequently, Beach expects you to respect and protect these fundamental rights of your workers, so all workers have:

- an inclusive and respectful workplace where diversity is respected and valued and workers have equal opportunities, regardless of gender, race, religion, age, sexual orientation, pregnancy, parental leave or disability;
- freely chosen employment, with no deceptive recruiting practices, forced, bonded or involuntary labour;
- fair pay and working conditions including a living wage, fair working hours and adequate rest periods;
- freedom from child labour or any form of slavery, harsh or inhumane treatment including torture, physical and psychological abuse, servitude, trafficking of persons or forced marriage; and
- freedom to move and associate, including collective bargaining, the right to join or form trade unions (unless prohibited by applicable legislation), and no requirement or pressure to surrender government issued identification, passports or work permits.

We expect all of our suppliers to undertake appropriate due diligence of activities and put appropriate systems and controls in place to identify and assess human rights and modern slavery risks in your business and supply chains and integrate those findings to remedy them effectively.

3. Environment

As a growing oil and gas explorer and producer, we recognise our responsibility to understand and respect the environment, to minimise our impact, and remediate areas affected by our activities.

Our Environmental Policy outlines our approach to operating in an environmentally responsible manner.

We expect from you, a commitment to a sustainable energy future, through:

- Managing and seeking to minimise the environmental impact of your business and operations;
- Adopting sustainable practices (where possible);
- Monitoring and managing impacts on the environment (such as from greenhouse gas emissions, and short-lived climate pollutants, water usage, waste management and commodity-driven deforestation) as appropriate to the nature of what you are supplying and the scale of your business operations;
- Regularly collect and report information that may be required; verify against expectations, identify shortfalls and establish plans and drive actions to address shortfalls.



4. Communities

Beach's purpose is to "sustainable deliver energy for communities." In carrying out this purpose, Beach recognises the importance of investing in the communities where it operates and being a good corporate citizen.

Beach strives to build positive, long term, trusting relationships with the Indigenous communities from where we operate in Australia and New Zealand, committed to protecting cultural heritage, and improving Indigenous participation through employment, training and business enterprise opportunities. We partner with a range of community programs and projects that aim to add value to the lives of those who live near our operations.

In support of the communities Beach and you operate in, we expect you to:

- Actively support local, regional community and Indigenous engagement initiatives;
- Where possible, employ and procure within the host communities in which you operate;
- Whenever possible, support Indigenous, small to medium sized and regional businesses;
- Collect and report information that may be required; verify against expectations, identify shortfalls and establish plans and drive actions to address shortfalls and
- Strive to leave a positive legacy where you operate.





5. Business Integrity

We expect you to display the highest standards of ethical and business integrity and not act in any manner, either directly or indirectly, which may bring Beach or its partners into disrepute.

5.1 Supply Chain

Beach seeks to work with suppliers who agree that they will reflect the Beach Supplier Expectations within its operations and supply chains. We expect you to:

- Proactively work with your own suppliers to ensure, and be able to demonstrate, that each of them meets the expectations set out herewith;
- Treat your own suppliers fairly and ethically, including by making payment in accordance with agreed payment terms between you and your suppliers;
- Supports local, indigenous and small/medium sized businesses where feasible; and
- Have in place effective processes and procedures to proactively prevent acts of bribery and corruption within your supply chain and operations.

5.2 Whistle blower line

Beach supports open and transparent working relationships where concerns can be safely voiced and investigated.

Beach promotes and makes available a Whistle Blower disclosure hotline (via its publicly available Whistle-Blower Policy at beachenergy.com.au) that enables the confidential sharing of grievances without fear of retaliation, which is available for use by our suppliers.

We strongly urge all our suppliers and other stakeholders to speak up about issues and concerns early, and promote a 'speak-up' culture that does not tolerate retaliation.

6. Technology and Improvement

We expect you to:

- Proactively collaborate with and challenge Beach to explore and introduce new technology and improvements opportunities which drive optimisation in how we work together and enhances Beach's work practices to leading practice and aligned with industry best practice;
- Where applicable, deploy best-in-class technology, innovation, reporting and systems;
- Ensure your people are adequately trained to utilise this technology and systems, and to provide innovation in the work it supplies to Beach;
- Respectfully challenge how we collaborate to create an effective culture of continuous improvement.

7. Cyber security

Beach takes cyber security very seriously and has invested heavily in protecting its systems and data (including the privacy of individuals personal information) from unauthorised access and unplanned disruption. We are only as strong as our weakest link, that is, our security posture is intrinsically linked to our suppliers, especially given we exchange commercially sensitive information (typically via email) and provide system access to many suppliers.

We expect you to:

- Adequately protect and maintain the confidentiality of the information we provide to you or produce with you through:
 - » maintaining a baseline level of cyber security across your systems (including email), this includes implementing basics such as multi-factor authentication for remote access and ensuring IT users have awareness of phishing scam emails;
 - » restrict access to information shared by Beach by minimising access where possible;
- Comply with our Privacy Policy and all privacy laws when handling our information and personal information (if applicable);
- Immediately report any unauthorised use, handling or disclosure of our confidential or personal information (including where you have accidentally been granted access to any confidential or personal information that you shouldn't have been given access to) to Beach as soon as practically possible; and
- Not inhibit or impact Beach's ability to comply with privacy laws and its privacy policy when handling our information.



beach

www.beachenergy.com.au