

1. INTRODUCTION

Northern Star procures a variety of goods and services from a diverse supplier base and looks to partner with Suppliers who share Northern Star's safety, environmental, social and governance standards.

Northern Star will actively seek and show preference to Suppliers who respect and adopt positive safety, environmental, social and governance standards and who demonstrate alignment with the standards contained in this Supplier Code of Conduct. Northern Star's requirements of its Suppliers are detailed below in relation to:

- Safety
- Environment
- Social and Governance – Legislation, Anti-Bribery and Anti-Corruption, Modern Slavery.

2. NORTHERN STAR'S 2019 MODERN SLAVERY STATEMENT

Northern Star Resources Limited acknowledges human rights as a legitimate set of moral principles in relation which every human being is inherently entitled to, regardless of their personal, social, economic, cultural or geographic circumstances. Northern Star recognises its role in protecting the human rights of all people involved in, or impacted by, our business practices.

Northern Star is motivated to partner with Suppliers in identifying and implementing a plan to remediate any modern slavery offences or risks of human slavery in the Supplier's supply chain. Northern Star requires any individual or organisation which supplies goods or services to Northern Star (Supplier) to:

- a) adhere to this Supplier Code of Conduct, which includes standards in relation to modern slavery, in order to:
 - i. mitigate the risk of modern slavery breaches occurring in Northern Star's supply chain, and
 - ii. to promote and develop within Northern Star's supply chain a deeper understanding and awareness of Northern Star's expectations and standards in relation to human rights and the risks of modern slavery breaches in Northern Star's supply chain;
- b) conduct their own annual supply chain enquiries to understand better the potential for risks of modern slavery breaches in their supply chain, and to identify any known or suspected modern slavery breaches in their supply chain;
- c) remediate any modern slavery breaches, if any are identified;
- d) respond in a transparent, honest manner to any request for information about its supply chain, and disclose to Northern Star the results of enquiries, upon request, and
- e) disclose to Northern Star any confirmed or suspected breaches of human rights in the Supplier's supply chain as soon as is practicable upon the Supplier becoming aware.

Northern Star reserves the right to conduct random checks on the Supplier's sub-contractors, and to conduct audits on the Supplier's supply chain contracts and sub-contractors.

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3. SUPPLIER CODE OF CONDUCT

Area of compliance	The Supplier is required by Northern Star to:
Safety and Health	<ul style="list-style-type: none"> comply with the principles set out in Northern Star's Safety and Health Policy relevant to work completed as part of the supply contract with Northern Star.
Environment	<ul style="list-style-type: none"> comply with the principles set out in Northern Star's Environmental Policy when supplying goods and services to Northern Star on Northern Star's tenure. disclose whether and how it is following any of the eleven Recommendations of the Task Force on Climate-Related Financial Disclosures, in relation to the Supplier's operations.
Governance – compliance with the law	<ul style="list-style-type: none"> comply with all laws and regulations relating to the conduct of their business in all countries in which the Supplier operates. This includes complying with the intent and spirit of the law, where it is clear. Examples are labour and tax laws, laws dealing with the protection of the environment and health and safety in the workplace, and laws protecting the heritage of indigenous people in the communities in which Northern Star operates.
Governance - Anti-Bribery and Anti-Corruption Policy	<ul style="list-style-type: none"> comply with the principles set out in Northern Star's Anti-Bribery and Anti-Corruption Policy when supplying goods and services to Northern Star. These prohibit the provision or offering of anything of value to government officials, representatives, political parties or third parties for the purpose of influencing any act or decision in violation of the recipient's lawful duty or securing or attempting to secure an improper legal or commercial advantage. They also require the operation of effective controls and the maintenance of accurate books and records.
Governance – Stakeholder Policy	<ul style="list-style-type: none"> comply with the principles set out in Northern Star's Stakeholder Policy when supplying goods and services to Northern Star on Northern Star's tenure.
Governance – Modern Slavery Forced or compulsory labour	<ul style="list-style-type: none"> confirm in the supply contract with Northern Star that to the best of the Supplier's knowledge and belief, there is no deceptive recruiting, bonded, involuntary or other type of forced labour or deprivation of liberty between the Supplier and its employees. where Northern Star specifically requests in a Formal Agreement, the Supplier will require its sub-contractors to confirm in the contracts between the Supplier and its sub-contractors that there is no bonded, involuntary or other type of forced labour or deprivation of liberty between the sub-contractor and its employees.
Governance – Modern Slavery Child Labour	<ul style="list-style-type: none"> not employ children to work before completing their compulsory education under the laws in which the children live. The minimum age for entry into employment must not be younger than 16 years of age, (other than casual or part-time work outside school hours and within the requirements of the local labour laws for working hours). require its sub-contractors to confirm in the contracts between the Supplier and the sub-contractor that these provisions are included and observed by the sub-contractor in relation to the sub-contractor's employees.
Governance – Modern Slavery Living Wage	<ul style="list-style-type: none"> satisfy, at a minimum, national legal standards or local industry benchmarks, whichever is higher, for wages and benefits paid for a standard working week. seek to establish a living wage for its employees in nations where no minimum wage legislation operates, which provides an adequate standard of living for all its employees and their immediate financial dependants. require its sub-contractors to confirm in the contracts between the Supplier and the sub-contractor that these provisions are included and observed by the sub-contractor in relation to the sub-contractor's employees.

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Area of compliance	The Supplier is required by Northern Star to:
Governance - Unions	<ul style="list-style-type: none"> ▪ be respectful towards the legitimate activities of trade unions and allow workers' representatives to carry out their legitimate representative functions in their workplace without retaliation or discrimination.
Social and Governance - Anti-Discrimination	<ul style="list-style-type: none"> ▪ not base decisions regarding employment on attributes unrelated to job performance (including but not limited to, race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, marital status, sexual orientation and family responsibilities or military service responsibilities). ▪ in certain cases, it is acceptable to apply positive discrimination targets to promote local or indigenous employment or increased female participation, provided that all employment and internal promotion offers are based on merit and the actions are lawful. ▪ provide a work environment in which the Supplier's employees are treated fairly, and where cultural, ethnic, religious and gender factors are respected. ▪ not impact on the health, safety or wellbeing of Northern Star employees and Northern Star's other contractors and suppliers with violence, threatening behaviour, or verbal or psychological harassment, abuse or disrespect, whilst supplying goods and services to Northern Star. ▪ give due consideration to diversity and inclusion in selecting the team of people to supply goods and services Northern Star, having regard to Northern Star's Diversity Policy. ▪ require its sub-contractors to confirm in the contracts between the Supplier and the sub-contractor that these provisions are included and observed by the sub-contractor in relation to the sub-contractor's employees where involved in supplying goods and services to Northern Star.

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