# Supplier Code of Conduct

## 1. Definitions

| Word/Term | Definition |
|---|---|
| **Supplier** | means a person or business that provides or proposes to provide goods and/or services to Denison, and includes the personnel, contractors, subcontractors and consultants of such person or business to the extent they are involved in Denison's supply chain. |
| **Worker** | means any individual whom the Supplier employs, hires or engages, or otherwise uses to conduct its business. |
| **Representative** | means the Supplier's vendors, agents, consultants, contractors and subcontractors who are involved in Denison's supply chain. |

## 2. Purpose

The purpose of the Denison Supplier Code of Conduct (**Code**) is to reflect Denison's commitment to compliance with relevant laws and regulations, ethics, social responsibility, and sustainability, as applied to its supply chain. The Code is designed to reflect Denison's values.

Denison expects its Suppliers to uphold high standards in performing work, to respect individuals' rights and their safety, the community and environment in which the Supplier operates, and to adopt ethical business practices. The Code encourages working collaboratively together to make a positive impact in society, while upholding Denison's values of caring, collaborating, acting with integrity and delivering results.

## 3. Application and Scope

This Code is applicable to all businesses providing a supply to Denison and intends to establish a culture of responsibility and integrity throughout Denison's supply chain. Each Supplier has the responsibility not only to adhere strictly to the Code, but also to ensure their Workers are thoroughly educated about and compliant with the Code.

## 4. Suppliers' Commitment

When providing a supply to Denison, the Supplier agrees that:

- it will comply with this Code;
- it has appropriate systems in place to ensure continuous compliance, and to demonstrate such compliance; and
- any breach of this Code may result in Denison terminating or not renewing its relationship with the Supplier with immediate effect.

## 5. Compliance with Laws and Regulations

The Supplier is required to adhere to the standards outlined in this Code, Denison's policies and all relevant Australian laws and regulations, as well as those from other jurisdictions where the Supplier and/or their Workers operate.

If there is a conflict between any applicable laws or regulations, and the provisions of this Code, the Supplier must meet the more stringent standard.

If there is a conflict between the provisions of an agreement with Denison and the provisions of this Code, the Supplier must meet the more stringent standard.

# 6. Workforce Issues

## 6.1 Slavery, Human Trafficking and Child Labour

The Supplier must comply with all applicable anti-slavery and human trafficking laws, regulations, and policies including Denison's Anti-Slavery Policy and the *Modern Slavery Act 2018* (Cth) and any associated regulations or legislation.

At Denison's request, and subject to any applicable confidentiality requirements, the Supplier must take all reasonable steps to provide Denison with any information, reports, or documents concerning any instances of modern slavery within the Supplier's organisation or supply chain. This may include, if necessary, the completion of a self-assessment questionnaire.

## 6.2 Human Rights

The Supplier is required to comply, at a minimum, with the *International Bill of Human Rights* and the *International Labour Organization's Declaration on Fundamental Principles and Rights at Work* in its operations and to create awareness of them in its supply chain.

## 6.3 Equal Opportunities

Denison is dedicated to ensuring equal opportunities and maintaining a workplace that's free from illegal discrimination and harassment, in alignment with its Equal Employment Opportunity (EEO) policy and anti-bullying, anti-harassment and anti-discrimination policies. Suppliers are expected to adhere to these standards, ensuring no discrimination in employment practices, including with regard to hiring, compensation, termination, or retirement, based on irrelevant personal characteristics. Suppliers must also comply with all legal requirements regarding acceptable workplaces and must foster an inclusive and respectful work environment.

## 6.4 Working Environment

Denison is committed to ensuring a safe and healthy workplace. Suppliers are required to maintain a safe work environment in compliance with Australian regulations, Denison's Health and Safety Policies, Denison's Standard Operating Procedures and Denison's Drugs, Alcohol and Smoking Procedure. This entails a Supplier implementing necessary general and industry-specific measures to reduce workplace risks and prevent accidents. If risks regarding a working environment cannot be fully eliminated, a Supplier must provide its Workers with the appropriate personal protective equipment to mitigate those risks.

## 6.5 Whistleblower Protection Policy

Denison seeks to identify and address any wrongdoing as early as possible, as reflected in its Whistleblower Protection Policy. Denison expects its Suppliers to provide its workforce with information about where concerns can be reported, and any protections a Worker is entitled to pursuant to relevant laws.

# 7. Data Protection and Information Security

Denison aims to ensure that appropriate measures are put in place to protect information and minimise the risk of damage via its IT Policies.

Denison also requires Suppliers to adhere to all relevant data protection laws and requirements

while handling any personal data for Denison. This adherence ensures that personal data processed by the Supplier or on behalf of Denison is managed legally and responsibly.

Suppliers are required to implement suitable safeguards to maintain the integrity and confidentiality of all information, which includes any data provided by or associated with Denison, across all storage forms, be it physical or digital. This ensures that Denison's information remains secure and private, mitigating risks of unauthorised access and breaches concerning data disclosure.

## 8. Environmental Responsibility

The Supplier must ensure its services to Denison are compliant with all applicable environmental laws. This includes addressing critical environmental concerns like climate change, waste management, emissions, and the safe handling of hazardous materials, while also adhering to Denison's environmental policies and other relevant policies and procedures.

## 9. Bribery and Corruption

Denison is dedicated to upholding the highest standards of integrity, investor confidence, and corporate governance. With a stringent Anti-Bribery and Corruption Policy, Denison requires that all Suppliers comply with laws and regulations designed to prevent bribery and corruption. Denison expects that a Supplier, its Workers and its Representatives will not engage in, or allow any form of bribery, including offering or accepting anything of value, such as money, gifts, or services, including facilitation payments, and will ensure that it, its respective Workers and Representatives comply with the anti-bribery, fraud, secret commission and corruption laws that are applicable to them in their jurisdiction(s) in relation to their relationship with Denison and other third parties.

## 10. Unfair Business Practices

The Supplier must comply with all applicable competition laws including but not limited to those relating to collusion and information sharing with competitors, price fixing and rigging bids.

## 11. Procuring and Managing Representatives

Denison will evaluate a Supplier's adherence to this Code based on factors such as transaction risk, and the potential consequences of non-compliance.

Suppliers are required to conduct comprehensive due diligence on prospective Representatives to ensure they uphold the values outlined in this Code and establish procedures to address and report to Denison any instances of non-compliance.

## 12. Training

Suppliers must implement compliance and competency training programs and maintain records of attendance by their Workers. These records must be provided to Denison upon request.

## 13. Self-Monitoring and Reporting Breaches

Suppliers are responsible for regularly reviewing their adherence to this Code and must promptly report any actual or suspected violations to Denison.

## 14. Breach, Remediation, and Termination

A breach of this Code by a Supplier, its Workers or its Representatives may result in termination or non-renewal of the contractual relationship or a request for a corrective action plan. Failure to provide or implement such an action plan to Denison's satisfaction could lead to contract termination.

## 15. Updating this Code

Denison has the right to modify this Code from time to time by publishing it on its website.

This updated Code is applicable from 31 October 2026.

| VER* | Approved By | Approval Date |
|---|---|---|
| 0 | Board | 04/05/2024 |
| 1 | MD | 28/10/2026 |

**Application: This policy applies to the Denison group companies, including Denison Gas Limited and its subsidiaries Denison Gas (Queensland) Pty Ltd, Denison Renewables Pty Ltd and Denison Petroleum Services Pty Ltd (together referred to as "Denison").**