

POLICY:

Supply Chain Management

Indianic Group is committed to maintaining a responsible, ethical, and sustainable supply chain that complies with all relevant legislation and international standards ISO 9001:2015 (Quality Management Systems). This policy outlines the principles and guidelines for managing supplier relationships, ensuring legal compliance, and promoting continuous improvement across the supply chain.

This policy applies to all Indianic Group employees, suppliers, contractors, and subcontractors involved in the procurement and delivery of goods and services. It encompasses the entire supply chain, from sourcing and procurement to delivery and post-delivery monitoring.

Legal and Regulatory Compliance

Indianic Group will comply with all applicable local, national, and international legislation governing supply chain activities, including but not limited to:

- *Modern Slavery Act 2018 (Cth)* – Ensuring the supply chain is free from human rights violations and forced labor.
- *Competition and Consumer Act 2010 (Cth)* – Maintaining fair competition and ethical procurement practices.
- *Environmental Protection Act 1986 (WA)* – Ensuring environmentally sustainable practices throughout the supply chain.
- *Work Health and Safety Act 2020 (WA)* – Prioritizing worker safety and compliance within the supply chain.

Supply Chain Management Principles

Indianic supply chain management practices are based on the following:

- Clear documentation, open communication, and consistent evaluation of supply chain activities.
- Identifying, assessing, and mitigating risks across the supply chain to ensure legal and regulatory compliance.
- Partnering with suppliers that uphold ethical labor practices, human rights, and environmental sustainability.
- Encouraging relationships with a diverse range of suppliers, including Indigenous and local businesses.
- Implementing regular audits, performance reviews, and adopting best practices to improve supply chain operations.

Policy Minimum Requirements

- All supply chain and purchasing activities must serve legitimate business needs and be authorised in line with ISO 9001:2015 (Quality Management Systems)
- All supply chain activities must follow established processes and procedures relevant to each business area to ensure consistency and accountability.
- Supply Chain personnel must be appropriately engaged in all sourcing, selection, contracting, and purchasing activities to ensure proper governance and compliance.
- All supply chain and purchasing activities must comply with applicable local, national, and international legislation, including regulatory obligations.
- Supplier relationships are managed based on their value and risk to Indianic, ensuring consistent monitoring and engagement throughout the contract lifecycle.
- Regular oversight of supply chain activities will be conducted to ensure compliance with contractual, legal, and regulatory requirements.
- Employees involved in supply chain activities will receive appropriate training to ensure understanding and application of best practices and company standards.

Responsibilities

- **Management:**
 - Ensure the implementation and oversight of this policy across all supply chain activities.
 - Support and enforce compliance with Indianic's supply chain standards and procedures.
- **Employees:**
 - Adhere to this policy and the supporting procedures in all supply chain-related activities.
 - Report any concerns or non-compliance immediately to their supervisor or the Supply Chain team.

This Policy will be reviewed annually by Indianic Management.



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Managing Director
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