

1 Purpose

Murdoch University's vision is to be widely recognised as the university of choice for people who care, who value inclusion, curiosity and innovation, and who seek to make a positive social impact. We recognise the important role our suppliers play in supporting this work through the goods and services they provide.

The University seeks to partner with suppliers who align with our values. This includes our commitment to sustainability, equity, diversity and inclusion, and to be the university of first choice for First Nations communities.

This Supplier Code of Conduct (**Code**) sets out the standards and behaviours the University expects from its suppliers. It applies to all suppliers of goods and services, including independent contractors, labour hire providers, and the employees and subcontractors of those suppliers.

This Code supports the University's *Ngala Kwop Bidji Strategy 2023-2030* and reflects our commitment to the principles and standards of the United Nations Declaration of Human Rights, International Labour Organisation Conventions and the UN Sustainable Development Goals.

The University believes in the power of collaboration to effect meaningful change. The University is committed to these standards and expects its suppliers to uphold them in their own operations and supply chains.

2 Application of the Code of Conduct

Under this Code, suppliers are expected to:

- Read and understand this Code.
- Take practical and proportionate steps to comply with its requirements.
- Communicate this Code to employees and subcontractors involved in delivering goods or services to the University.
- Notify the University in writing if they become aware of any material non-compliance with this Code.
- Cooperate with reasonable requests for information, audits, due diligence checks or investigations related to this Code.

Suppliers should review their contracts, agreements, and purchase orders with the University. These may include additional obligations or higher standards than those set out in this Code.

3 Sustainability

The University seeks to be a leader in education, research and operations that support a more sustainable world.

The University expects suppliers to operate in a way that manages environmental impacts linked to the goods and services they provide. At a minimum, suppliers are expected to comply with all relevant environmental laws and regulations.

Suppliers are encouraged to:

- Integrate sustainability practices into business decisions and operations.
- Reduce environmental impacts associated with energy use, emissions, water use, waste and hazardous substances.
- Support more sustainable production and supply practices, including reduced packaging and increased use of recyclable or recycled materials where practicable.

The University expects suppliers to demonstrate ongoing improvements in sustainability performance where their activities present material environment impacts.

4 Equity, Diversity and Inclusion

The University aims to foster a safe, inclusive and respectful community where all people are treated fairly and with dignity.

Suppliers are expected to operate ethical workplaces and comply with all relevant equal opportunity and anti-discrimination laws.

Suppliers should:

- Provide workplaces free from discrimination, harassment and bullying.
- Support fair and transparent recruitment, development and promotion practices.
- Foster inclusive and respectful working environments.
- Take reasonable steps to support staff wellbeing and participation.
- Take reasonable steps to promote the above principles within their own supply chains.

5 First Nations

The University is committed to advancing opportunities for First Nations peoples and supporting meaningful participation in education, employment and economic activity.

Suppliers are expected to:

- Respect and uphold First Nations rights, knowledge, cultural heritage and cultural protocols.
- Promote safe, fair and inclusive workplaces for First Nations employees and contractors.
- Seek, where practicable, to engage First Nations businesses within their supply chains.
- Engage with First Nations communities in a respectful and culturally informed manner.

The University recognises that progress requires practical action. Suppliers are therefore expected to demonstrate genuine and proportionate efforts to support First Nations participation and inclusion.

6 Modern Slavery

The University requires suppliers to comply with the intent and purpose of the Modern Slavery Act 2018 (Cth).

Modern slavery includes practices such as human trafficking, forced labour, child labour and other forms of exploitation. Suppliers are expected to identify, assess and manage modern slavery risks within their operations and supply chains where these risks are relevant to the goods and services provided to the University.

Suppliers should have policies and processes in place to prevent exploitation and to respond appropriately where risks or incidents are identified.

The University maintains a reporting mechanism that allows workers, suppliers and other stakeholders to raise concerns confidentially, including concerns relating to modern slavery. Suppliers are expected to support the use of such mechanisms and not retaliate against individuals who raise concerns in good faith.

7 Ethical Conduct

The University expects suppliers to conduct business with integrity and professionalism.

Suppliers are expected to:

- Act honestly and fairly in all dealings with the University.
- Disclose any actual or perceived conflicts of interest as soon as practicable.
- Protect confidential, private and sensitive University information.

- Ensure goods and services meet applicable standards and regulatory requirements.
- Avoid bribery, corruption, or improper influence, including offering gifts, benefits or hospitality to gain an unfair advantage.
- Use fair contract terms and transparent processes when engaging subcontractors.
- Treat their workforce in a fair and respectful manner.

8 Workplace Health and Safety

The University is committed to providing a safe and healthy environment for staff, students, contractors and visitors.

Suppliers are expected to:

- Comply with all applicable workplace health and safety laws.
- Identify and manage health and safety risks associated with the goods or services they provide.
- Provide appropriate training, supervision, resources and guidance to support safe work practices.
- Ensure workers understand their health and safety responsibilities.

9 Compliance

The University values constructive and collaborative relationships with its suppliers. Where issues arise, the University will work with suppliers to address concerns in a timely and proportionate way. This may include requests for information, corrective actions, or other reasonable steps to restore compliance. Failure to address material or ongoing non-compliance with this Code may affect a supplier's ongoing relationship with the University.

Governance

Approval Authority	Senate
Owner	Chief Financial Officer
Legislation mandating compliance	N/A
Category	Primarily a function of Senate
Related University Legislation and Policy Documents	<i>Procurement Policy</i>
Date effective	12/05/2026
Review date	12/05/2029

Revision History

Approved/Amended	Date Approved	Resolution No. (if applicable)
Approved	12/05/2026	S/14/2026

Please refer to the electronic copy in the Policy and Procedure Manager to ensure you are referring to the latest version.