

# Supplier Code of Conduct

Nous Group

10 February 2026

# 1 Introduction

Nous Group ('Nous', 'we', 'our') is committed to ethical, social and professional integrity and responsibility in all areas of our operations. This commitment extends to our Suppliers, who are an integral part of the way we operate.

This Supplier Code of Conduct ('Code') sets out the minimum requirements that Suppliers must meet, in order to provide goods or services to Nous Group.

We are committed to continuous improvement across our operations and are confident that we can achieve success through transparency, honesty and integrity in our supply chain.

For any queries regarding this Code, please contact [legal@nousgroup.com](mailto:legal@nousgroup.com).

## 1.1 Definitions

Capitalised terms used within this Code have the following meaning:

**'Modern Slavery'** refers to various forms of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power. This includes, but is not limited to, slavery, servitude, forced or compulsory labour, human trafficking, child labour, debt bondage, and any form of human rights abuse that denies people of their freedoms.

**'Nous Group'** means Nous Group Pty Ltd (ABN 66 086 210 344) and its related bodies corporate, including Nous Data Insights Group Pty Ltd (ABN 15 613 111 443) and its related bodies corporate.

**'Supplier'** refers to any entity or person that provides goods or services to Nous Group.

# 2 Compliance

Suppliers must comply with all applicable laws in the regions in which they operate.

## 2.1 Ethical practices and corporate governance

Nous Group is committed to upholding the highest standards of ethical conduct and corporate governance and we expect our Suppliers to do the same.

Nous Group rejects corruption in all forms. Suppliers must have processes in place to prevent bribery and corruption, and to ensure no unethical inducements are offered or accepted.

## 2.2 Health and safety, and environmental sustainability

Nous Group expects its Suppliers to comply with all relevant workplace health and safety laws including providing a workplace that is healthy and safe for all employees, and a workplace that is free from bullying, harassment, victimisation and abuse. Suppliers are expected to manage workplace health and safety hazards including any physical or psychosocial hazards in accordance with applicable laws.

Nous Group is committed to environmental sustainability. We expect our Suppliers to comply with all applicable environmental laws and encourage our Suppliers to become more environmentally sustainable, including through waste reduction, resource conservation, and controlling their emissions where possible.

## 2.3 Information security

Suppliers must comply with all privacy and data protection laws in the regions in which they operate.

In addition, Nous Group expects its Suppliers to apply information security controls based on best practices and commensurate to the risk of unauthorised use, modification, access or disclosures.

## 2.4 Confidentiality

Nous Group holds confidentiality in the highest regard. We ensure confidentiality through our contractual obligations, internal risk processes and other safeguards.

Nous Group holds our Suppliers to the same standard. Our Suppliers are required to have processes in place to protect the confidential information of Nous Group and, where applicable, our clients.

## 2.5 Conflicts of interest

Nous Group is committed to taking an ethical approach to our work, ensuring we deliver on our purpose of positive influence. By acting with transparency and integrity, we strive to identify any actual, potential or perceived conflicts of interest as early as possible to ensure they can be effectively resolved.

Nous Group expects that Suppliers will act with the same level of transparency and integrity, and work with us to proactively manage and resolve any conflicts efficiently and effectively.

## 2.6 Human rights and modern slavery

Nous Group operates in a manner that respects and promotes human rights. Suppliers must comply with all Modern Slavery laws in the regions in which they operate. In particular, we expect that Suppliers will:

- Only engage workers above the minimum age established by law.
- Prohibit any form of forced labour, ensuring all work is voluntary with workers free to leave upon reasonable notice.
- Maintain a respectful workplace environment where workers are treated with dignity and free from punishment, physical violence, mental, or sexual harassment abuse.
- Uphold equal employment opportunity and treat all workers equitably regardless of their personal characteristics or beliefs.
- Ensure timely and fair remuneration for all hours worked in accordance with applicable wage laws.

Suppliers must take reasonable steps to ensure their supply chains are free from Modern Slavery. This includes, but is not limited to:

- Conducting thorough due diligence on their own supply chains to ensure compliance with Modern Slavery laws.
- Providing transparency in their efforts to tackle Modern Slavery and immediately reporting any potential instances to Nous Group.
- Investing in training for staff and suppliers to recognise and prevent the risk of Modern Slavery.

## 2.7 Diversity and inclusion

We believe that a clear and strong focus on diversity and inclusion ensures the wellbeing of our people. We expect that Suppliers will not discriminate on any status protected by law and that our Suppliers will have a diverse, inclusive, and equitable workplace, with appropriate processes in place to support and manage any disclosure of bullying or harassment.

## 3 Compliance and monitoring

### 3.1 Compliance

Compliance with this Code is mandatory and Suppliers must correct non-compliant practices promptly.

Nous Group reserves the right to terminate its business relationship with any Supplier found to be in breach of this Code.

### 3.2 Monitoring and reporting

Nous Group encourages all individuals to speak up if they have observed, or have reasonable grounds to suspect, any breach of this Code.

Nous Group is committed to maintaining a safe, inclusive, environment where individuals can raise concerns without fear of detriment or reprisal. Nous Group will not tolerate any victimisation or retaliation towards any individual who speaks up about misconduct.

Likewise, Suppliers must also provide channels for their workers and other stakeholders to report concerns or unethical behaviour without fear of retribution. All reports of misconduct to Nous Group will be handled with the utmost discretion and professionalism.

For any queries or to make a report in relation to this Code, please contact [legal@nousgroup.com](mailto:legal@nousgroup.com).

<b>Policy Owner</b>	Warrick Louey, General Counsel
<b>Approved by</b>	Scott Farndell, Chief Financial Officer
<b>Last updated</b>	10 February 2026
<b>Related Policies</b>	Whistleblower Policy (external), Conflict of Interest Policy (external), Environmental and Sustainability Policy (external), Workplace Health and Safety Policy (external)