



Ethical Supplier Commitment

Compliance Statement for the
Queensland Ethical Supplier Threshold
and **Ethical Supplier Mandate**

APPLICABLE TO

Government & Commercial Engagements

Introduction & Compliance

Our Commitment

Ironbark EV is committed to conducting its business ethically, responsibly and in compliance with applicable workplace relations, employment and industrial relations laws.

This statement confirms Ironbark EV's commitment to meeting the requirements of the **Queensland Ethical Supplier Threshold** and the **Ethical Supplier Mandate**, and to maintaining these standards throughout any engagement with Queensland Government entities.

Scope

Applies to all internal operations, supply chain management, and government contract deliverables.

Workplace Relations Compliance

Ironbark EV confirms adherence to the following standards and legislation:



Federal Legislation

Complies with all applicable workplace relations and employment legislation, including the **Fair Work Act 2009 (Cth)** and relevant industrial instruments.



State Legislation

Complies with applicable **Queensland industrial relations legislation** and statutory requirements.



Pay & Entitlements

Pays employees correctly, fully meeting obligations regarding wages, entitlements, superannuation, and leave accruals.



Safe Working Conditions

Maintains safe and lawful working conditions in accordance with WHS laws and industry best practices.



Records Management

Maintains accurate employment records and provides accessible employee information as required by law.



Education & Conduct

Educes managers and staff on obligations and expected conduct to foster a compliant workplace culture.

Threshold & Supply Chain

Ethical Supplier Threshold

Ironbark EV confirms that it has **not** engaged in any of the following activities, ensuring full compliance with the ethical standards required for government suppliers:

-  Contravened a civil remedy provision of Chapters 2 or 3 of the **Fair Work Act 2009 (Cth)**.
-  Committed an offence against the **Fair Work Act 2009 (Cth)**.
-  Contravened a civil remedy provision of the **Industrial Relations Act 2016 (Qld)**.
-  Failed to pay employment-related levies, superannuation or other statutory employee entitlements.

Mandate Consequences Acknowledgement

Ironbark EV acknowledges that failure to meet the Ethical Supplier Threshold may result in consequences under the Ethical Supplier Mandate, including potential sanctions or suspension from government procurement.



Subcontractors & Supply Chain

Ironbark EV expects its subcontractors and suppliers to comply with applicable workplace, employment, and industrial relations laws. Where subcontractors are engaged, we take reasonable steps to ensure ethical and lawful practices are maintained through the following measures:

Due Diligence

Comprehensive checks and onboarding declarations required before engagement to verify compliance history.

Contractual Obligations

Specific clauses requiring adherence to workplace laws and cooperation with audits included in all agreements.

Monitoring & Audit

Regular spot checks and accessible issue escalation pathways to identify potential risks early.

Remediation

Structured remediation plans and corrective action protocols where non-compliance is identified.

Ongoing Commitment

Ironbark EV recognizes that ethical business practice is not a one-time achievement but a continuous obligation. We have established a robust cycle of compliance to ensure these standards are maintained perpetually.



1. Maintain Compliance

Ensuring strict adherence to the **Ethical Supplier Threshold** and **Mandate** across all operational levels.



2. Prompt Notification

Proactively notifying relevant authorities immediately if any circumstances arise that may materially impact compliance status.



CONTINUOUS
CYCLE



3. Transparency

Cooperating transparently with any reasonable compliance checks, audits, or information requests from government entities.



4. Record Keeping

Maintaining accurate, accessible records that evidence compliance and tracking all necessary corrective actions taken.



Compliance Enquiries

Contact our dedicated team.



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