

IDP Supplier Code of Conduct

Overview and scope of the Code

IDP's vision is to build a global platform and connected community to guide international students along their journey to achieve their lifelong learning and career aspirations. This has led IDP to be one of the global leaders in international education services.

Our suppliers play a key role in helping IDP achieve its vision and this Code outlines IDP's expectations of its Suppliers when doing business with IDP.

Our values of expertise, integrity, quality, caring and community have been developed through research and align to our customers' expectations. We are proud to operate our business in compliance with Australian and international laws in respect of human rights, workplace safety, business integrity, data protection and environmental sustainability.

We expect our Suppliers to comply with all local, national and other applicable laws and regulations of the jurisdictions in which they operate. The standards outlined in this Code do not replace or alter any legal or regulatory obligations of Suppliers.

Human rights and labour

IDP believes that all Workers in its supply chain deserve to be valued and treated with respect. Suppliers are expected to provide a fair, safe, and ethical workplace, which upholds high standards of human rights and integrates appropriate labour and human rights policies and practices into its business.

IDP expects its Suppliers to:

- Comply with laws and regulations in the countries where they operate in relation to human rights, workplace health and safety and employment matters.
- Maintain a safe work environment and set health and safety procedures that apply to their work.
- Take all reasonable steps to identify and eliminate human rights abuses, including modern slavery, in their supply chain.
- Adhere to the International Labour Organisation (ILO) core standards, relating to Workers' rights such as the elimination of all forms of forced or compulsory labour, the abolition of child labour, freedom of association and recognition of their right to collective bargaining, the elimination of any discrimination in employment and occupation, and the recognition of equal remuneration for work of equal value.
- Respect Workers, recognise and protect their rights as guided by the Universal Declaration of Human Rights and the principles of the UN Global Compact protection of human rights of Workers, as well as individuals and communities affected by their business activities.

Business integrity, ethics, and conduct

IDP expects its Suppliers to comply with all applicable laws related to business integrity including anti-bribery, anti-corruption, anti-money laundering and terrorist financing in countries where they operate, and to avoid engaging either directly or indirectly in fraudulent, corrupt, exploitative, or collusive behaviour.

The Suppliers are required to transact with IDP through the contract process with an approved purchase order in place. The Suppliers cannot, under any circumstance, whether directly or indirectly offer, promise, give, pay money, provide kickbacks, loans, rewards, gifts, entertainment, hospitality or other advantage to the employees, Directors and/or any third party associated with IDP .

Privacy and data protection

We expect our Suppliers to have adequate data privacy and security protection to protect against the unauthorised access, use and disclosure of personal information.

Environmental sustainability

IDP takes its responsibility to care for and protect the environment seriously. We aim to minimise the environmental impacts of our operations, products and services and expect our Suppliers to do the same.

In particular, we expect Suppliers to demonstrate that they:

- adopt environmental standards that meet or exceed applicable legislative and regulatory requirements and relevant standards or codes of practice;
- implement environmental management processes that identify, control and where possible reduce environmental impact and continually assess the environmental impacts of their operations;
- minimise waste through efficient use of materials; and
- minimise contamination to the local environment and minimise emissions and pollution (air and noise).

Raising a concern

Suppliers can raise concerns about any actual or suspected breach of this Code by emailing IDP's procurement team at procurement@idp.com.

If you become aware of a breach of this Code involving an employee of IDP including, financial malpractice, fraud, bribery or corruption, and you do not feel comfortable speaking to someone at IDP about it, you may raise an issue at whistleblowerteam@idp.com.

Definitions

In this Code:

Code

means this IDP Supplier Code of Conduct.

IDP

means IDP Education Limited and its subsidiaries.

Supplier

means any entity that contracts with any entities of IDP and its subsidiaries to supply goods or services from anywhere in the world.

Worker

includes employees, contractors, agents, migrant and temporary staff of the Supplier and of its related entities.

IDP may, with the Supplier's co-operation, audit a Supplier's compliance with this Code at any time. IDP may periodically revise this Code, with revisions posted to the IDP website. This Code is effective 1 March 2022.