



The Business Partner Code of Conduct outlines NIOA's expectations of business partners. It allows NIOA to translate its policies to the greater value chain and serves as a mechanism for businesses to identify their suitability as a business partner. The participants of NIOA's value chain reflect significant diversity in scale, structure, nationality of operations, culture and customs. Consequently, the Business Partner Code of Conduct reflects the fundamental duties and responsibilities which can be reasonably expected in all business environments.

ETHICAL STANDARDS

NIOA's business partners are expected to be actively responsible for the ethical practices and impacts of their business. All areas of the entity and its value chain should therefore reflect positive business ethics and business practices. The ethics of the company should reflect informed and consistent values rather than virtuousness promotion. Ethical operation includes the prevention of institutional discrimination or harassment, corruption or bribery, modern slavery, false or misleading information, obligation avoidance, unethical competitive strategies, and unsafe business practices. NIOA business partners are expected to ensure the ultimate safety, surety and security of all stakeholders and the community in which it operates.

COMPLIANCE

NIOA operates in full compliance of all applicable legal requirements and holds its business partners to the same standard. Full legal compliance should be achieved in line with ethical practices without regard for 'generally accepted' or 'common' industry practices in compliance avoidance. Business partners are expected to actively observe, report, establish policies on and have processes for relevant ethical and legal requirements, and to promptly volunteer these when necessary. This relates to financial reporting, anti-discrimination and/ harassment, anti-corruption and/ anti-bribery, modern slavery, environmental impacts, workplace health and safety, and the vetting of contractors, customers and staff. NIOA expects full legal ethical accountability and conformity to compliance strategies, as may be appropriate to the individual scale and structure of the business partner.

COMMERCIAL STANDARDS

NIOA expects a high level of professionalism in value chain participants. This assumes members of the organisations are proper, competent, and dependable people who are suited to the responsibilities and risks of their role. NIOA expects those members to make decisions from the perspective of the business entity rather than the individual, within the constraints of ethical, legal and business considerations.

NIOA expects that as business interactions occur there is a tendency towards strategic integration of business entities whereby both entities are motivated by their duty towards the business relationship. The duties of entities may include delivering value, mutually offering opportunities for value generation, and ensuring both entities are well-informed of relevant information and the extent of satisfaction in business activities. This should be executed with consideration of logical commercial decision-making.