



YAMAHA MOTOR AUSTRALIA PTY LTD & YAMAHA MOTOR NEW ZEALAND LTD

SUPPLIER CODE OF CONDUCT

yamaha-motor.com.au
yamaha-motor.co.nz





OUR COMMITMENT & PRINCIPLES

Yamaha is committed to ethical, sustainable and socially responsible operations and we expect the same high standards of our suppliers.

Our suppliers are vital partners in supporting the entire supply chain and we care about the way they do business.

This Supplier Code of Conduct describes the minimum requirements for our valued supply chain, as a condition of doing business with Yamaha we expect all suppliers to operate in a manner that meets or exceeds our minimum requirements.

Suppliers are expected to comply with all anti-bribery, anti-corruption, anti-money laundering, environmental and human rights laws.

Suppliers must not engage in, either directly or indirectly, fraudulent, corrupt, exploitative or unlawful activities.

Code at a glance

- » **Non-Discrimination**
- » **Bullying, Harassment and Disciplinary Practices**
- » **Child Labour**
- » **Forced and Compulsory Labour**
- » **Workplace Health and Safety**
- » **Environment**
- » **Corporate Governance & Ethics**
- » **Supply Chain**

Non-Discrimination

Suppliers must ensure that there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status or sexual orientation.

Bullying, Harassment and Disciplinary Practices

Suppliers are expected to have committed to a workplace free from workplace bullying, harassment, victimisation and abuse. Suppliers are expected not to bully workers or threaten workers with, or subject them to, unlawful or inhumane treatment. This includes, but is not limited to, abuse and harassment which can be verbal, physical, sexual or psychological.

Forced and Compulsory Labour

Suppliers must ensure that:

- » any labour provided by employees or other workers is freely chosen;
- » they do not engage any forced, bonded or involuntary labour;
- » workers are not required to lodge deposits or their identity papers with the Supplier or its associates and are free to cease providing their labour and services after providing reasonable notice; and
- » policies and practices are in place to allow violations, misconduct, or grievances to be reported by workers and addressed without fear of reprisal.





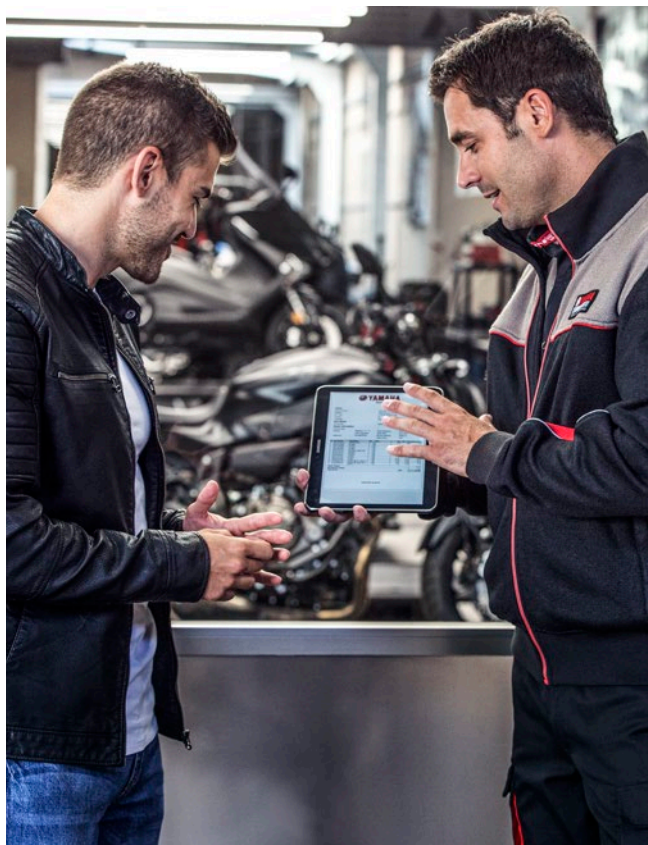
Workplace Health and Safety

Suppliers shall provide a safe and healthy workplace for their employees and contractors.

Suppliers must be compliant with local and national laws and regulations on occupational Work Health and Safety (WHS), and have the required permits, licenses and permissions granted by local and national authorities.

Suppliers must have documented health and safety policies and/or procedures in place together with an appropriate safety infrastructure and equipment.

When on Yamaha sites, Suppliers must comply fully with all applicable Yamaha policies and directives.



Environment

Yamaha is committed to being an environmentally sustainable organisation. Our activities aim to minimise pollution, proactively manage environmental risk and comply with all relevant laws and regulations across our operations. We expect that suppliers to Yamaha will:

- » Comply with all environmental requirements defined in relevant laws, regulations and environmental permits.
- » Ensure that written instructions covering all processes with potential environmental impacts, such as the storage and handling of hazardous materials, are available and that the relevant information is communicated to all employees.
- » Provide Yamaha with up-to-date material safety data sheets (MSDS or SDS), as applicable, and any other relevant documents and information requested by Yamaha.

Suppliers who will be providing Yamaha with products must sign the Declaration of Conformity of Environmentally Hazardous substances prior to commencing a relationship with Yamaha.

Corporate Governance & Ethics

Good corporate governance requires effective and clearly detailed processes for ensuring accountability, transparency, documented policies and procedures and sound decision-making.

We expect that suppliers to Yamaha will:

- » Manage risk, governance and compliance appropriately
- » Ensure senior management is responsible and accountable for maintaining a high level of corporate ethics.



- » Maintain accurate and auditable records and accounts.
- » Conduct themselves in a fair and ethical manner.
- » Comply with all local and national laws and regulations in regards to bribery, corruption and other prohibited business practices.
- » Have a whistle-blower policy that provides protection to employee whistle-blowers, prohibits retaliation or victimisation, and ensures that their employees are informed of, and knowledgeable about, the whistle-blower policy/process.

Supply Chain

Yamaha aims to collaborate with its suppliers to minimise adverse social, economic and environmental effects of activities occurring along its supply chain.

Yamaha will work with our suppliers to ensure they follow our sustainable practices.

Suppliers are expected to adopt similar minimum Yamaha standards in dealing with their own suppliers and subcontractors.

Important Links:

- » [Yamaha Business Partners](#)
- » [Corporate Social Responsibility Guideline for Suppliers](#)
- » [Yamaha's Green Procurement Guideline](#)

