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# ABC Supplier Code of Conduct

**2024**

**ABC**





## Introduction

Each year the ABC engages with suppliers to procure goods and services to meet its obligations under the [ABC Charter](#). The ABC has an opportunity to facilitate and promote significant social and sustainable outcomes, adding to the overall value we obtain from our procurement spend. Codes of Conduct are critical to establishing and managing expectations for both customers and suppliers. They create a shared foundation for sustainability from which supply chain decisions are made.

The expectations outlined in this Code are not intended to supersede or alter the supplier's regulatory or contractual obligations. Suppliers should check their contracts, agreements, and purchase orders with the ABC as they may contain additional obligations or higher standards than those set out in this code.

This ABC Supplier Code of Conduct (the Code) is guided by [ISO20400 Sustainable Procurement](#). The Code informs how we work with our suppliers and how we expect our suppliers to work within their own supply chains.

We expect our suppliers to communicate this Code to their suppliers and manage their own supply chains in accordance with this Code and work collaboratively with us to identify best practice and adopt a continuous improvement approach.

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### Our suppliers can achieve this by:

- Ensuring the ABC Code is communicated to all suppliers within their supply chain; and
- Proactively and collaboratively working with their suppliers to ensure their performance and conduct aligns with this Code.

Suppliers not currently part of the ABC supply chain are able to review the Code on the [ABC's website](#) to gain a better understanding of the way in which we operate.

## Our Commitment

The [ABC Five Year Plan 2023 - 2028](#) (Plan) is built on four pillars. These pillars ensure our priorities clearly align with the [ABC Charter](#), our role as a public service media organisation, and our commitment to deliver valuable content for all Australians.

This Code reflects the principles which guide the ABC in achieving its Plan and outlines how we look to work with our suppliers to integrate these principles into their supply chains and operations.

### **1. We prioritise the trust of our audiences**

We will prioritise and strengthen the trust that our audiences place in us by bolstering our independence, integrity, reliability, and transparency. We will be embedded and engaged in local communities. We will include social responsibility goals, such as diversity, inclusion and environmental sustainability, in all aspects of our operations.

### **2. We deliver compelling content that builds a lifelong relationship with Australians**

We will create, curate, and distribute compelling Australian content that informs and entertains audiences of all ages. Our content will be easy to find and enjoy. The ABC brand will be known for quality Australian content with wide appeal and for specialised content across different genres, topics of interest, and audience needs.

### **3. We reflect contemporary Australia**

We will create content that reflects contemporary Australia. This contributes to a sense of national identity while reflecting the cultural and geographic diversity of the Australian community. We will inform, educate, and entertain audiences in ways that are relevant, relatable and inclusive for Australians with different backgrounds and interests.

### **4. We make sustainable choices in allocating resources**

We will make sustainable choices in allocating resources. We will operate efficiently and align our resources to both current and future audience needs within the limits of our funding. We will always deliver value through our commitment to financial responsibility and accountability.





## Human Rights and Labour Practices

The ABC acknowledges that through its procurement practices and supplier engagement, it can play a role in protecting and promoting human rights.

The ABC expects its suppliers to:

- Provide fair pay and working conditions for employees, including meeting minimum wage requirements.
- Ensure there is no forced or bonded labour, and suppliers and their subcontractors do not use, or in any way benefit from or contribute to any type of modern slavery.
- Comply with all relevant laws and regulations in all markets in which they operate.
- Commit to a workplace free from workplace bullying, harassment, victimisation, and abuse, unlawful or inhumane treatment.
- Allow freedom of association and collective bargaining for workers, allowing them to join or form trade unions for their own choosing and to bargain collectively.

## Health and Safety

The ABC is committed to ensuring the health and safety of our workers, audiences, suppliers, and visitors.

**We require our suppliers to:**

- Provide a safe and healthy working environment in compliance with laws, regulations and applicable standards for health and safety, in the countries they operate.
- Understand the health and safety risks of their activities and apply appropriate health and safety management systems, procedures and provide training.

- Have procedures and systems in place to ensure the prevention of workplace injuries and occupational diseases and encourage their workers to raise health and safety concerns and be empowered to refuse to work in unsafe or unlawful conditions.
- Have relevant safety or Standards (e.g. AS/NZS or ISO), certifications, permits, licences and registrations.
- When conducting work on ABC sites comply with relevant ABC site-specific safety requirements and ABC policies.

## Environment

The ABC is committed to minimising the adverse impact of our operations on the environment and to continuously improve our environmental performance and we can only do this in collaboration with our suppliers.

**We expect our suppliers to:**

- Actively avoid harming the environment in which they operate and seek to reduce the risk of pollution, loss of biodiversity, deforestation, damage to ecosystems and Greenhouse Gas (GHG) emissions.
- Measure, monitor and report on environmental data in accordance with local and national laws and regulations.
- Support the ABC's environmental targets for reducing GHG emissions in line with supplier agreements. This may involve setting Scope 1, 2 and 3 GHG emission targets and provision of data on Scope 1, 2 and 3 GHG emissions and energy consumption for products and services the supplier provides to the ABC.
- Maintain environmental certifications and ratings in accordance with supplier agreements.



## Ethics

Our procurement is conducted in an environment of integrity, probity and accountability. We expect our suppliers to act ethically and fairly and to have in place operating practices that address ethical conduct internally, with external organisations (including their suppliers and supply chains), as well as stakeholders with which it has relationships such as government agencies, partners, sub-contractors and communities.

Suppliers must have a zero-tolerance policy to any form of bribery, corruption, extortion and/or embezzlement.

Suppliers should also note that ABC business practices can be the subject of Australian National Audit Office audits, Parliamentary inquiries or the National Anti-Corruption Commission.

### **To meet our ethical obligations, we expect our suppliers to:**

- Comply with all relevant laws, regulations and standards regarding fair business practices and fair competition.
- Have policies and procedures in place to ensure that all employees and stakeholders understand and are aware of the supplier's approach to ethics and fair business practices.
- Provide the ABC with Business Continuity Plans, Disaster Recovery Plans or equivalent so as to assist with ABC Incident Management planning aligning with the principles of ISO Organisational Resilience Standard 22316:2018.
- Have an appropriately documented and tested cyber security incident and breach management plans.
- Make the ABC aware of any actual or potential conflicts of interest that are relevant to the ABC.

## Diversity

**The ABC prioritises diversity and inclusion and places this at the heart of everything we do. This Code is just one way that the ABC demonstrates its goal to incorporate diversity and inclusion strategies in its business practices.**

Our suppliers should promote supply chain cultures that foster equality, diversity and accessibility (both physical and digital), and actively support programs that look to ensure a diverse worker base.

Characteristics of Indigenous and diverse groups including gender, culturally and linguistically diverse (CALD), disability and LGBTQIA+\*.

The ABC strives for equity, diversity and accessibility (both physical and digital) in the workplace to promote a culture of opportunity and inclusiveness.

As a member of [Supply Nation](#), the ABC is actively pursuing increased engagement with Indigenous suppliers. In accordance with the ABC Reconciliation Action Plan (RAP) the ABC uses Supply Nation's online Indigenous Business Direct tool to identify prospective Indigenous suppliers.

The ABC is working closely with its suppliers to meet and measure its RAP targets.

\*Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, + other communities such as pansexual, agenda, bigender etc.



### The ABC also expects its suppliers will:

- Where their organisation or supply chain employs children, ensure compliance with the relevant state and territory laws in relation to child employment including obtaining and maintaining a validly issued Australian state or territory Working with Children Check however there described, or equivalent domestic or international clearance.
- Have Workplace Gender Equality, anti-discrimination and anti-harassment policies in place for their organisation and supply chain which meets or exceeds their legal requirements.
- Demonstrate a commitment to fostering a culture of respect and inclusion in their dealings with the ABC.
- Identify and eliminate gender pay gaps that may exist in their organisation.
- Demonstrate visible commitment to ensuring that products and services are digitally and physically accessible, inclusive and safe.

## Code Compliance

When selecting suppliers, the ABC looks for technical expertise and compliance with ABC codes and relevant policies. To demonstrate this, suppliers are expected to comply with the Code. The requirements of the Code have been embedded in all ABC procurement documentation.

Additionally, suppliers may be asked to provide reporting or share relevant information that includes:

- Self-assessment surveys
- Requests for supporting evidence
- Third party audits

This type of information may be used to support the selection of new suppliers and the renewal of existing ones. When providing goods or services to the ABC, suppliers must make sure their supply chains are aware of this Code.

A supplier may be deemed non-compliant with the Code if they have failed to demonstrate to the satisfaction of the ABC, sufficient openness and transparency in their contract dealings. Any non-compliant ABC suppliers will incur remedial action, which may include termination.

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If you require or wish to report any information or have concerns regarding Code compliance, please contact the ABC by email at [abc.suppliers@abc.net.au](mailto:abc.suppliers@abc.net.au) or [confidential.fraudhotline@abc.net.au](mailto:confidential.fraudhotline@abc.net.au).