



VISA GLOBAL LOGISTICS PTY LIMITED

CODE OF CONDUCT

FOR VISA GLOBAL LOGISTICS SUPPLIERS



Contents

Values.....3
 Ethics3
 Compliance with laws3
 Business integrity3
 Gifts3
 Conflicts of interest..... 4
 Compliance..... 4

VISA Global Logistics Pty Ltd (**VISA**) procures a wide variety of goods and/or services from a disparate supplier base. In the course of those procurements, VISA looks to engage those suppliers who provide quality products and exceptional service cost-competitively, and which share VISA's standards as set out in this Code.

This Code establishes VISA's expectations of its suppliers in the provision of goods and/or services and in its suppliers' general dealings with VISA, its employees and contractors.

The provisions of this Code are in addition to the provisions of any legal agreement entered into between VISA and a supplier.

Suppliers consent to VISA's regular review of supplier practices and relevant documentation necessary to demonstrate compliance with this Code.



Values

Suppliers must comply with VISA's general corporate values, including:

- Honesty and integrity
- Respect
- Health and safety
- Service

Ethics

VISA expects the highest standards of ethical conduct in all endeavours. Suppliers must act in an ethical, fair and professional manner in every aspect of business, including with respect to relationships, practices and processes, and operations.

Compliance with laws

VISA expects its suppliers to comply at all times with all applicable laws and regulations.

Business integrity

Suppliers must not engage in any form of bribery, kick-backs, corruption, extortion, embezzlement or any other practices prohibited by law.

Gifts

Suppliers must not offer VISA representatives money, gifts or entertainment which may influence judgment, contain any obligation on the recipient, or to gain improper advantage or preferred treatment.



Conflicts of interest

At all times, suppliers must not:

- a) make improper use of information acquired in the course of engagement;
- b) take an improper advantage of a supplier's position or otherwise pursue a personal, financial or non-monetary gain, other than in respect of the procurement the subject of an agreement with VISA;
- c) allow personal interests, or the interests of any associated person, to conflict with the legitimate business interests of VISA;
- d) be involved in any behaviour that could constitute an actual or perceived conflict of interest with VISA.

Further, suppliers must as soon as it becomes known (and prior to any engagement with VISA), declare to VISA:

- a) any possible or actual conflict of interest with VISA under this Code;
- b) the existence of any relationship, past or present, between any employee, contractor or agent of VISA, and employees, contractors or agents of the supplier;
- c) the existence of any rebate or commission payable to or by a third party, or an entitlement to receive or an obligation to pay such a rebate or commission, in respect of any procurement, or a component of a procurement, to VISA.

Compliance

Failure to comply, or to address non-compliance, with this Code may result in a termination of contractual relations between VISA and a supplier, while reserving all of VISA's rights and remedies at law.

