

## Procurement

### Our commitment

John Holland is committed to efficient, effective, ethical and sustainable procurement.

### Our approach

John Holland will strive to maximise value for the company, its shareholders, clients and the communities we operate in through best in class ethical and sustainable procurement practices.

### Procurement in practice

Without suppliers John Holland cannot meet shareholder, client or community expectations. The way we procure and manage the supply chain has a significant influence on profitability, reputation, stakeholders, communities and our success in meeting our sustainability objectives and expectations.

John Holland will and expects all our employees, contractors and business partners to:

- Uphold ethical business practices, comply with legislation, regulations, standards, codes, licences and comply with applicable codes of business conduct, policies and procedures including those of John Holland.
- Understand the risks and complexities of the services and products we procure so that we can recognise and respond to issues appropriately to minimise risks;
- Develop, promote, and maintain systematic, integrated, and competitive selection, approval, and review processes to manage all critical and strategic suppliers.
- Continuously improve supplier relationships and develop a resilient supply chain.
- Ensure procurement decisions are aligned with the business strategy and plans and take into consideration total lifecycle cost and the triple bottom line being the economic, environmental, and social impacts.
- Recognise, evaluate and implement measures to minimise to the greatest extent possible the risks associated with modern slavery within our operations and supply chain.



**Glenn Palin**

Chief Executive Officer  
John Holland Group Pty Ltd

*November 2024*