



Tennis Australia Third Party Code of Conduct

TENNIS AUSTRALIA THIRD PARTY CODE OF CONDUCT

1. Purpose

- 1.1. The Tennis Australia Third Party Code of Conduct (**Code**) describes the standards of conduct expected of parties that we engage with outside of Tennis Australia (**TA**). It provides a clear framework of guiding principles to ensure that our external stakeholders are aware of the manner and spirit in which they are expected to behave and conduct themselves. It is fundamental to our culture and provides an important bridge between our values (Collaboration, Humility, Excellence and Imagination), our policies and our legal obligations.
- 1.2. This Code is a living document that guides the standards that we expect of those parties and people we engage with (whether they be suppliers or customers) and sets the standard for our professional norms of behaviour and decision-making. It is the responsibility of all parties we engage with to read and familiarise themselves with this Code.
- 1.3. We acknowledge that the relationships we have, and behaviours we adopt with each other, our stakeholders and the broader community help us connect more people to the sport of tennis. It also ensures we are not only achieving our goals but doing so in a way that reflects our brand and what we stand for.

2. Application

This Code applies to: all external suppliers and their personnel engaged to provide goods or services to TA and/ or any of its subsidiaries, or any of the Member Associations (**MA or MAs**) (together known as **Tennis Team Members**). Collectively identified as Tennis External Stakeholders (**TES**). This Policy applies to Former Directors whom tenure concluded following the commencement of this Policy in 2023.

3. Aim

- 3.1. The aim of this Code is to ensure that all TES understand the ethical and behavioural standards that apply to them when working with and/or for Tennis Team Members.
 - (a) following the conclusion of their tenure but must be utilised within 10 years after finishing as a Former Director.

4. Coverage

- 4.1. This Code applies to TES whether they are engaging or interacting with Tennis Team Members or our other external stakeholders, parties, suppliers, customers or the broader community.

5. Our principles

- 5.1. Our principles are set out below in this Code to guide the decision making of TES and to ensure that they make the right decisions:
 - (a) TES conduct themselves and their business with due care and in accordance with relevant laws and regulations. TES have an overriding duty to ensure the health and safety of their own team members, Tennis Team Members and our external stakeholders, parties, customers and the broader community;

- (b) We encourage diversity and expression of ideas and opinions, however require alignment with the relevant Tennis Team Member principles, goals, values and priorities, along with the policies established to implement them; and
- (c) When faced with choices, TES make decisions knowing they will be subject to scrutiny. We expect that they will be able to demonstrate the soundness of their decisions.

6. Our behaviours

6.1. We expect that all TES will:

- (a) Respect the rights, dignity and worth of others;
- (b) Foster a culture and workplace that does not tolerate any form of harassment or any retaliation for reporting harassment;
- (c) not engage in or support human trafficking or modern slavery, including forced, bonded or involuntary labour, nor demand work or service from an individual under threat or coercion;
- (d) Not exploit child labour and shall not engage any worker under the minimum legal working age;
- (e) Act with honesty, integrity and professionalism;
- (f) Meet minimum standards of working conditions across its entire workforce and supply chain (including, without limitation, in relation to payment of the minimum legal wage and occupational health and safety standards);
- (g) Commit to conducting themselves in accordance with the TA values of Collaboration, Humility, Excellence and Imagination;
- (h) Treat others in a fair and considerate way;
- (i) Accept responsibility for their actions;
- (j) Understand and maintain uncompromising compliance with all of Tennis Team Member's standards, rules, regulations, policies and by-laws;
- (k) Not allow bias, conflict of interest, or inappropriate influence of others to override professional judgments and responsibilities;
- (l) Respect the law and act in accordance with it;
- (m) Not use their involvement in the sport of tennis or with Tennis Team Members to promote themselves (unless permitted to do so by relevant Tennis Team Member);
- (n) Not misuse or disclose confidential information and respect the privacy of the Tennis Team Members or any other third parties. This includes not using confidential information to obtain

a personal benefit or benefits for other people, and this obligation continues post TES engagement;

- (o) Demonstrate a high degree of care and responsibility when dealing with persons under 18 years of age;
- (p) Refrain from any behaviour that may bring Tennis Team Members or themselves into disrepute; and
- (q) If applicable, comply with Tennis' National Policies. Available for viewing at <https://www.tennis.com.au/about-tennis-australia/reports-and-policies/policies>.

7. Breaches of this Code

- 7.1. Any TES involved in conduct which is inconsistent with the behaviours set out in this Code may be in breach of this Code.
- 7.2. Any TES involved in conduct which amounts to a breach of this Code may be subject to disciplinary action, up to and including termination of their engagement.

8. If there are concerns, speak up

- 8.1. All TES are encouraged to voice any genuine concerns about conduct that may have breached this Code with their closest Tennis Team Member or a member of the Tennis Procurement Team.
- 8.2. Please also be aware that the Tennis Whistleblower Policy provides another avenue for making a disclosure if there is a concern that any TES or a Tennis Team Member has engaged in serious misconduct. The Tennis Whistleblower Policy on the Tennis Australia website for further information, refer <https://www.tennis.com.au/about-tennis-australia/reports-and-policies/policies>.
- 8.3. If the conduct of concern fits within the scope of the Tennis Whistleblower Policy, protections are afforded under the Tennis Whistleblower Policy, including the ability to remain anonymous when reporting concerns.

Version Control

Version Number:	1
Effective Date:	14 March 2023
Previous Versions	N/A



Tennis acknowledges the Traditional Custodians of the land on which we work, rest and play, and pay our respect to Elders past and present.