



Brady Way

Our Responsible Sourcing Commitment



Our Mission

It's the Brady Way to care about the team, individuals, community and our planet.

Introduction

At Brady Hotels & Apartments, our dedication to a sustainable future lies at the heart of everything we do. From the inception of our first hotel in 2014 to the present day, we have consistently sought to evolve our approach and practices, ensuring sustainability remains a pillar of our business.

At the heart of our commitment lies a roadmap that sets ambitious standards for our environmental, social, and governance objectives. This roadmap serves as our plan, propelling us towards innovative solutions and practices that prioritise both humanity and the planet.

One of our primary focuses has been on reducing our carbon footprint, and we take pride in actively monitoring and mitigating our environmental impact. Through careful planning and purposeful action, we have successfully implemented greener practices across our products and supply chain, energy usage, water consumption, and waste management. These sustainable initiatives have now become a standard across all four of our hotels, reflecting our unwavering commitment to the environment.

We firmly believe that sustainable practices are most effective when they involve not only our team but also our valued guests. Through educational initiatives and open dialogue, we strive to raise awareness and empower both our staff and visitors to take active roles in reducing their ecological footprints.

At Brady Hotels & Apartments, we understand that real change occurs when like-minded individuals and organizations come together. By forging meaningful partnerships with local communities, we aim to create a network of shared responsibility, where collaborative efforts can amplify the positive effects of sustainability.

Our journey towards a sustainable future is far from complete, but we are steadfast in our commitment to making a difference. At Brady Hotels & Apartments, sustainability is an ongoing project that we embark on with pride and purpose. Together, we can pave the way for a greener, healthier, and more prosperous future for all.

Guidelines

Brady Hotels & Apartments values local partnerships, actively sourcing products and services ethically, sustainably, and with social consciousness. We prioritise waste reduction, circular economy, local sourcing, human rights, deforestation, and animal welfare for a positive impact.

At Brady Hotels, we hold our suppliers to the highest standards and expect them to fully embrace our Brady Way commitments. It is imperative that they uphold these principles in all aspects of their business operations. Regularly reviewing and strictly adhering to this commitment is a fundamental requirement, and we encourage open communication of these values with their employees and throughout their supply chain.

We require our suppliers to promptly notify Brady Hotels of any breaches or significant shortcomings in relation to the code of conduct. It is essential that they take reasonable and proactive steps to address, remediate, and prevent the recurrence of such issues.

In line with our commitment to responsible practices,

Brady Hotels expects all our suppliers to wholeheartedly comply with the guidelines outlined in the following key focus areas:

- Ethical and Sustainable Business Practices
- Reducing impact
- Sourcing locally
- Human rights
- Diversity & Inclusion

By working collaboratively, we can ensure sustainable and ethical practices that benefit everyone involved.

This policy outlines the minimum standards we expect our suppliers to uphold, aiming to incorporate environmental and social considerations into our daily operations, and collectively, make a meaningful and positive impact on society.

Our Focus Areas

Ethical and Sustainable Business Practices

At Brady, we have high expectations of our suppliers, requiring them to comply with anti-bribery and corruption laws and establish robust internal processes for addressing actual or suspected cases of bribery and corruption in their business operations. Suppliers must strictly refrain from offering, giving, or promising anything of value to any person, including government officials or their family members, with the aim of improperly influencing official actions or gaining an unfair advantage.

Brady's strong speak-up policy reflects our commitment to fostering an ethical and professional workplace. We actively encourage suppliers, contractors, their employees, and subcontractors to report any breaches of this policy by contacting the Group General Manager or through our confidential email address bradyway@bradyhotels.com.au. All reports are treated with the utmost confidentiality, ensuring the protection of the respondent's identity. Speaking up empowers Brady to swiftly identify, investigate, and address any reported issues, thus fostering a safe and ethical environment. It also promotes a sense of responsibility among employees, encouraging accountability for their actions and those of their peers.

Brady also maintains a zero-tolerance stance towards any form of harassment, bullying, discrimination, or behaviour that contradicts our code of conduct. As part of our commitment to upholding ethical standards, we reserve the right to take appropriate disciplinary action against any supplier or contractor found in breach of the code of conduct or any other policies we uphold.

Reducing impact

Brady is committed to reducing our impact on our planet, we are committed to reducing energy, water consumption, and carbon emissions. We are also reducing the overall amount of waste produced in our hotels while taking steps to divert waste from landfill through recycling, composting, donation, and earth-friendly technologies. We ask that our suppliers and partners have the same goals.

At a minimum, we ask of our suppliers:

- Comply with all environmental laws and regulations.
- Take steps to continuously improve their environmental performance.



Our Focus Areas

Sourcing locally

Brady Hotels & Apartments values local partnerships, where ever possible we partner with other Melbourne-owned businesses, and then we look for Australian owned prior to sourcing internationally. We encourage our suppliers to also seek to increase the proportion of their total spend, spent locally.

Human Rights , Diversity and Inclusion

It is important to uphold the human rights of all workers, this is a commitment of Brady Hotels & Apartments and is reflected in our policies including the Code of Conduct, Anti-Discrimination, Equal Opportunity and Modern Slavery Policy.

Suppliers and Contractors must:

- Comply with all Australian laws.
- Provide fair wages and employment agreements to all workers
- Ensure all worker's health and safety are protected in the workplace
- Workers' experience is fair, free of discrimination, harassment, intimidation or coercion relating directly or indirectly to race, religion, age, status, gender identity, sexual orientation or other legally protected status.
- Exert their utmost efforts to ensure that there is no presence of modern slavery in their supply chains and operations
- Ensure that whenever on-site at any of the hotels our team are treated with respect.



Robert Moore

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