

The Ostwald Group aims to conduct its business according to the highest standards of honesty, integrity, respect, fairness, ethics and transparent behaviour. The standards of behaviour are expected from all workers and contractors for the company at all times when in camp, at work, on company business or in company uniform.

Where these standards are not met, appropriate action will be taken. In cases where the breach involves serious misconduct, this may result in instant dismissal. In cases where a breach of policy involves a wilful breach of any law, then the relevant government authorities or the police may be notified.

The Ostwald Group standards include:

- ⓔ Always put safety first and do your utmost to comply with health, safety and environment requirements;
- ⓔ Ensure the highest standard of quality in your work;
- ⓔ Ensure that you treat all workers, contractor, customers, clients and visitors with courtesy and respect and ensure that all your dealings are honest, fair and equitable;
- ⓔ Avoid bias in decision making;
- ⓔ Do not engage in harassing behaviour towards other workers, contractors, customers, clients or visitors;
- ⓔ Do not discriminate on the basis of characteristics such as gender, race, pregnancy, age, marital status, sexual preferences or disability;
- ⓔ Promote a team spirit amongst co-workers through your own behaviour;
- ⓔ Do not give or receive bribes or facilitation payments in any form;
- ⓔ Do not perpetrate, permit or fail to report violations of any federal, state or local government law or regulation;
- ⓔ Ensure you are fit for duty by not attending work under the influence of or affected by alcohol;
- ⓔ If you are taking prescribed medication ensure you complete CSP606_05 Medical Declaration and submit to your manager/supervisor;
- ⓔ Ensure you are fit for duty by not using illicit drugs that may affect your work performance;
- ⓔ Ensure that you declare to your manager any conflict of interest between your role as an employee of the company and your involvement in an outside activity;
- ⓔ Be aware of company policies, procedures and other written documentation and comply with them at all times;
- ⓔ Company information or work time shall not be used for private gain;
- ⓔ Internet and email facilities shall not be used unless in accordance with the Information Technology Policy;
- ⓔ Misappropriation of company, customer, or client funds or property will not be tolerated;
- ⓔ Ensure reports, audits and investigations are not deliberately falsified;
- ⓔ Do not disclose confidential company information to competitors, customers/clients, the media or the public at large; and
- ⓔ Ensure copyright is not breached at all times.

The Ostwald Group supports and is committed to this Code of Conduct and expects all workers, contractors and visitors to adhere to the principles outlined herein.



Brendan Ostwald
Chief Executive Officer

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