

## **Objectives**

Hydraulic Energy Australia's Ethics Policy reflects the high standard of business conduct representing what is the hallmark of our company. We are committed to conducting all affairs and activities with the highest standards of ethical conduct, including but not limited to:

- preventing bribery or corruption by any of its Managers, employees or any other party acting on its behalf
- protecting our intellectual property
- respecting the rights of our customers, suppliers and competitors to also protect their intellectual property
- not engaging modern slavery including through association

The Ethics Policy helps clarify our standard of conduct. It makes clear that Hydraulic Energy Australia expects employees to understand the ethical considerations associated with their actions. We also expect the same high standards from external parties we engage with.

## **Strategy**

Hydraulic Energy Australia will achieve these objectives by:

- Proactively promoting ethical behaviour in the workplace
- Dealing fairly with customers, suppliers, competitors, and employees
- Providing information that is accurate, objective, relevant, timely and understandable
- Complying with applicable government laws, rules and regulations
- Maintaining the confidentiality of information entrusted to us except when authorised or otherwise legally obligated to disclose
- Accepting responsibility for preventing, detecting, and reporting all manner of fraud
- Protecting and ensure the proper use of company assets
- Prohibiting improper influence on regulatory parties including through bribery and corruption

## **Implementation**

The Managers of Hydraulic Energy Australia shall ensure that all necessary resources and support will be available to ensure the successful application of this policy. Any departure from this policy will result in investigation and corrective action.

This policy applies to all employees, contractors and other personnel involved in Hydraulic Energy Australia operational activities.

Signed:



Marco Cozza  
General Manager – HSE  
Dated: 16<sup>TH</sup> October 2019

Signed:



Kingsley Jones  
Operations Manager - Quality  
Dated: 16<sup>TH</sup> October 2019