



AUSREO CODE OF CONDUCT

Revised: 29 July 2024

CODE OF CONDUCT & BUSINESS ETHICS

Ausreo is committed to fair, honest and ethical business practices with our people, customers, and suppliers. All employees, director, officers, contractors, and suppliers must adhere to this code.

OBEYING THE LAW

We respect and obey the laws, rules and regulations applying to Ausreo.

ENVIRONMENT, HEALTH & SAFETY

We are committed to safeguarding the health and safety of our people and protecting the environment.

ACTING WITH INTEGRITY

We do not offer or accept bribes, kickbacks or inappropriate gifts or entertainment. We engage in business practices that are honest and fair.

AVOIDING CONFLICTS OF INTEREST

We avoid relationships or conduct that might compromise judgement or create actual or apparent conflicts between our personal interests and our loyalty to Ausreo. We do not use our position within Ausreo to obtain improper benefits for others or ourselves. We do not engage in activities or enter into relationships that compete with Ausreo.

PROTECTING ASSETS & INFORMATION

We use Ausreo property, information, and opportunities for Ausreo's business purposes and not for unauthorised use. We properly maintain the confidentiality of information and employee data entrusted to us by Ausreo or others.

INTEGRITY OF RECORDING & REPORTING OUR FINANCIAL RESULTS

We properly maintain accurate and complete financial and other business records, and communicate full, fair, accurate, timely and understandable financial results and other material information. We have developed a system of internal controls designed to preserve the integrity of our records and information.

RESPECTING DIVERSITY & FAIR EMPLOYMENT PRACTICES

We are committed to respecting a culturally diverse workforce through practices that provide equal access and fair treatment to all employees on the basis of merit. We do not tolerate harassment or discrimination in the workplace.

RESPECTING HUMAN RIGHTS

We respect human rights and require our suppliers to do the same.

DELIVERING QUALITY

We are committed to producing quality products and providing quality services.

COMPETING ETHICALLY

We gain competitive advantage through superior performance. We do not engage in unethical or illegal trade practices.

SELLING TO GOVERNMENTS

We comply with the special laws, rules, and regulations that relate to government contracts and relationships with government personnel.

POLITICAL CONTRIBUTIONS

We do not make contributions on behalf of Ausreo to political candidates or parties, even where lawful.

A Message from the CEO:

Each of us knows that every time we do the right thing, we reinforce the understanding among our fellow employees, our customers, our suppliers, and our shareholders that this is how we do business at Ausreo.

As you go about building Ausreo's future, please remember your shared responsibility to consistently apply our Code of Conduct and Business Ethics. We expect you to speak up if you see a potential breach or if there is an opportunity for us to improve on how we behave.



Leon Valenti,
Chief Executive Officer