



CODE OF CONDUCT

The Environmental Group Limited Corporate Ethical Policy is to provide guidelines for the Board, management and employees to conduct business in an ethical fashion as to:

- the practice necessary to maintain confidence in the company's integrity;
- the responsibility and accountability of individuals for reporting and investigating reports of unethical practice;
- to promote honesty, openness, trust, integrity and mutual respect as habits or values for the work environment.

Conflict of Interest

- The Environmental Group Limited requires Board members, key executives and employees to work in the best interests of The Environmental Group and avoid situations and actions that may be, or create appearance of being, in conflict with the Company's overall objectives and principles.

Corporate Opportunities

- The Environmental Group Limited requires Board members, key executives and employees not to take advantage of property, information or position or opportunities arising from these, for personal gain or to compete with the Company

Confidentiality

- The Environmental Group Limited requires Board members, key executives and employees to restrict the use of non-public information except where disclosure is authorized or legally mandated

Proper use of Company's Assets

- The Environmental Group Limited requires Board members, key executives and employees to protect and ensuring efficient use of Company assets for legitimate business purposes.

Compliance with Laws and Regulations

- The Environmental Group Limited requires Board members, key executives and employees to actively comply with all laws and regulations.

Reporting of Unethical Behaviour

- The Environmental Group Limited encourages Board members, key executives and employees to report all unlawful / unethical behaviour in strict confidence without fear of reprimand for those who report violations in good faith



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The habits or values which we aim for at our place of work are:

- Honesty;
- Openness;
- Trust;
- Integrity;
- Mutual Respect.

The behaviours or practices we aim for at our place of work are:

- *Teamwork* Sharing knowledge and efforts within and across departments and operations.
- *Win-Win* Always seeking out and working towards benefit for both parties in our relationships.
- *Mistakes* Accepting mistakes as long as we learn from them.
- *Recognition* Recognising and praising a job well done by our colleagues.
- *Working Smarter* Always aiming to find a better way to do our job.
- *Decision Making* Management involving employees in a participation process for decision making.
- *Empowerment* Management training and trusting employees to make decisions in the Company's interest.
- *Relationships* Treating colleagues, suppliers and clients alike.