

Vertech Group and its business units are committed to upholding a set of ethical standards that guide our behaviour, interactions, and decision-making processes. Our Code of Conduct serves as a foundation for maintaining a culture of excellence, integrity, and respect within our organisation.

All personnel are expected to align their actions with Vertech Group's Core Values of People, Safety, Quality and Innovation. In all interactions, we emphasise respect, courtesy, honesty and fairness, acknowledging the diverse contributions individuals make in the workplace. Our commitment extends to providing a work environment that prioritises people, ensures safety, upholds quality standards, fosters innovation and is free from harassment, discrimination and any form of unlawful behaviour.

The Vertech Group Core Values are:

- People** Treating people with compassion, acknowledging our people for who they are, recognising their achievements and empowering our people to succeed.
- Safety** Our culture holds safety at its core. We strive for our people to go home in the same condition they were in when they arrived at work.
- Quality** Striving for continuous improvement and exceeding expectations, ensuring excellence in everything we do.
- Innovation** Leading the way with innovative solutions by encouraging constructive challenge and change.

It is our mission to ensure that we:

- Operate safely and conduct ourselves with integrity.
- Maintain best practice and share our culture and philosophy throughout the business.
- Are the company of choice for all stakeholders.
- Grow the business by growing our people.

All Vertech Group personnel including subcontractors are responsible for:

- Looking after the Company's best interest and representing yourself and the Company in a safe and professional manner.
- Conducting yourself with integrity, honesty and respectfulness to the Company, fellow employees, clients, other contractors and yourself, behaving in a manner that is consistent with the Vertech Group core values.
- Completing your duties in line with your position description, complying with company policies and procedures and completing your duties to the best of your abilities.
- Taking responsibility for your actions, ensuring appropriate use of information, exercising diligence, and avoiding any conflicts of interest.
- Contributing to and encouraging an ethical, honest, unbiased, and unprejudiced work environment that provides respect for everyone.



**Cameron Waters** – Managing Director

Vertech Group Pty Ltd

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