



# CODE OF CONDUCT

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 interests and representing both themselves and the company in a safe, ethical, and professional manner.
- ✔ Conducting themselves with integrity, honesty, and respect to the company, fellow employees, clients, contractors, and themselves, while consistently upholding the core values of Vertech Group.
- ✔ Completing their duties in line with their position description, adhering to company policies and procedures, and completing their duties to the best of their abilities.
- ✔ Striving to deliver work of the highest standard by continuously improving, exceeding expectations, and upholding excellence in all aspects of their role.
- ✔ Taking accountability for their actions, exercising diligence, appropriately managing the use of information, and avoiding conflicts of interest.
- ✔ Treating all individuals with fairness, respect, and dignity while fostering an inclusive workplace free from discrimination, harassment, or bullying, and promoting equity in all interactions.





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- ✔ Maintaining the highest standard of conduct and understanding that breaches of this Code may lead to appropriate disciplinary measures.

**Cameron Waters – Group Managing Director**

Vertech Group Pty Ltd

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