



GBTK
Code of Conduct Policy

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At GBTK (GBTK Pty Ltd, GBTK AUSMAINT JOINT VENTURE Pty Ltd and GBTK PLANT HIRE Pty Ltd) all employees set for ourselves the following standards of conduct in our relationship with our client, each other, our employer and those with whom we work.

We intend to comply with the law

We will seek to know and understand the laws which affect or relate to our activities and will notify our Supervisors or Line Managers of any failure to comply with the law.

We intend to act honestly

Honesty is being fair and righteous in speech and action. We will not engage in:

- Misleading or defective conduct
- Falsifying or wrongly withholding information
- Collusion, hidden commissions or any secret agreement

We will endeavor not to place ourselves in situations which result in divided loyalties

We will endeavor not to place ourselves in situation where our private interests (including receiving benefits from other parties) conflict directly or indirectly with our obligations to GBTK.

We intend to use GBTK assets (Including funds, equipment and confidential information) responsibly and in the best interest of GBTK.

We will respect the proprietary character of confidential information concerning GBTK or its clients and not to disclose it either during or after employment without proper authorisation.

We intend to respect the rights of the individual and the community in which we work

We will treat all persons with dignity and not discriminate on the basis of age, sex, race, religion, political opinion or other personal characteristics

We will ensure all our employees and those of our sub-contractors, consultants and client work in safe and healthy environment when working with GBTK.

We will conduct our business with a concern for the environment and in conformance with appropriate standards

We are individually responsible and accountable for our actions by the way we perform our functions and report the results of our actions.

Signed on behalf of the Director/s

Adrian McRae

Name

Signature

12/05/2021

Date