



CONDUCT OF BUSINESS POLICY STATEMENT

The Company has set five (5) values which are integrated into its structure, management systems and performance management process, which drives our organisational culture.

The Leaders of our business are accountable for ensuring standards and the appropriate behaviours are aligned to our Company values.

All employees are expected to adopt these in their day-to-day business activities:

- **Safety** - safe, reliable and compliant operations that do not cause harm to people, the environment or assets
- **Integrity** - trusted knowledge, experience, and expertise, ensuring we deliver on our promises
- **Versatility** - the ability to adapt to situations and meet the changing needs of our clients
- **Innovation** - creative, progressive solutions evolved from proven technology
- **Reliability** - delivery of projects on schedule, within budget and without risk to people, the environment or assets

All employees are expected to conduct themselves in a manner that represents the Company positively and does not bring the organisation into disrepute. Employees are expected to be familiar with all Company rules, policies and procedures available on the Company's Business Management System.

We are a client focussed organisation and always strive to provide the highest quality of service.

A handwritten signature in black ink, appearing to read 'Steve Gardyne'.

Steve Gardyne

Managing Director

Date 01/03/2024