

Purpose

This policy outlines Protech's expectations and commitments to operating ethically in a professional manner to deliver our brand promise of *Quality People. Every Time*, and our purpose to *be a positive influence in people's lives*.

Scope

This Policy applies to all our stakeholders including internal and field employees, external suppliers, clients, and other persons impacted by Protech Group operations. It covers decisions, behaviours, and practices that align with our company value to cover:

- Our Core Values
- Human Rights & Modern Slavery
- Environment
- Competing Fairly
- Assets & Technology Use
- Confidentiality & Privacy
- Whistle blower protections
- Bribery, Fraud & Corruption
- Conflict of Interests
- Corporate Social Responsibility

Objectives

Protech will demonstrate positive ethical behaviour and professional conduct in all our business activities by:

- Setting clear organisational values, expectations, guidelines, and requirements for all stakeholders.
- Shape a culture of positive attitudes to ethical and professional behaviours.
- Establishing methods of ongoing two-way communication to support stakeholders.
- Providing training and guidance on acceptable and unacceptable behaviours.
- Ensure all stakeholder relationships are ethically and professionally conducted.

Responsibilities

It is the role of all our stakeholders to act in support of our core values and this policy. This includes:

- Upholding the Protech values.
- Participate in training around ethics and acceptable professional conduct.
- Abiding by the requirements outlined in this policy and associated documents.
- Empowering others to speak up when decisions, behaviours, and practices do not align with our values.
- Complying with regulatory, legislative and statutory requirements.

Commitment

Protech live our values; and management, employees and stakeholders are committed to:

- Upholding the human rights, health and safety of people, and the environment.
- Promoting fair competition, privacy, and confidentiality.
- Operating with integrity and championing corporate social responsibility.
- Actively participating in the continuous improvement beyond compliance with regulatory and legislative requirements.
- Effectively managing conflicts of interest, provision/receipt of gifts and entertainment to align with our values.
- Not tolerating bribery, corruption, and illegal practices.

Approval

Marc Meili
Managing Director



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