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## CODE OF CONDUCT

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The business of POZZTECH ENGINEERING shall always be conducted in an ethical and open manner that will maintain and enhance POZZTECH ENGINEERING reputation for fair and moral dealings, together with high quality products and services. All employees engaged to work for POZZTECH ENGINEERING shall at all times adhere to this Code of Conduct when in proximity to any POZZTECH ENGINEERING facility or construction site, and at any other time whilst remaining identifiable as a POZZTECH ENGINEERING employee.

In particular, the following forms of behaviour are not acceptable of any POZZTECH ENGINEERING employee or agent:

- Overt Offensive Behaviour
- Drunken Behaviour
- Vandalism
- Violence in any Form
- Racial Discrimination
- Sexual Discrimination
- Sexual Harassment
- Possession of or use of Illegal Drugs/Substances
- Possession of or Discharge of Firearms without necessary permits
- Theft from POZZTECH ENGINEERING or Other Employees or Agents
- Fraud

Any indication that an employee is exhibiting any of the above behavioural traits, or any other form of antisocial or offensive behaviour, shall lead to an investigation and possible disciplinary action [including summary dismissal]. Each individual employed by POZZTECH ENGINEERING shall be responsible for maintaining POZZTECH ENGINEERING credibility and standard of professionalism.

Acceptable behaviour encompasses any actions that is considered to be for the overall good of society, or the direct community, and that maintain a stable and integrated environment for all.

  
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**Tony Pozzato**  
**Managing Director**  
POZZTECH  
ENGINEERING.

Date 10 - 1 - 2015.