

## Application of the Policy

The Environmental Group Limited (EGL) including all of its subsidiaries, is committed to ensuring that it behaves in such a way that instils trust and reliability amongst its workers, its customers and the community in general.

This policy outlines our expectations regarding employee behaviour towards work colleagues and to all that may have cause to interact with or be impacted by EGL.

EGL promote freedom of expression and open communication, done in a respectful and collaborative way regardless of a person's position or status.

## Code of Conduct Requirements

As part of EGL's commitment to ensuring that all of our people work in an environment where they are treated with mutual respect and fairness, it is a requirement for all staff to conduct themselves in such a way that they:

- comply with all legal requirements;
- respect others in the workplace;
- protect company property;
- be respectful to customers and their property;
- protect the environment and reduce any environmental impacts;
- comply with company dress code standards;
- arrive at work as expected and on time or provide sufficient notice of absenteeism that respects those that may be impacted
- reveal any potential conflict of interest

All EGL personnel are responsible for the implementation of and compliance to this Policy.



Jason Dixon  
Chief Executive Officer, The Environmental Group Limited