

## **REMOTTEK Pty Limited – Statement of Business Principles**

These Business Principles are applicable to everyone within REMOTTEK Pty Limited, including directors, officers and employees.

### **Corporate Values**

#### **Integrity**

We are committed to integrity and consistently high ethical standards in all Our business dealings.

#### **Trust**

Effective business relationships inside and outside REMOTTEK Pty Limited are possible only with high levels of trust between the parties.

#### **Openness**

We seek to be open and straightforward, subject to commercial confidentiality.

#### **Partnership**

We seek to play our full role in stimulating the sharing of information, knowledge, experience and skills both within REMOTTEK Pty Limited and, where appropriate, externally.

#### **Teamwork**

Just as REMOTTEK Pty Limited depends on value-enhancing teamwork between our complementary businesses; teamwork and common cause pervade all our activities, including relations with our partners.

### **Ethical Principles**

#### **Personal conduct**

We expect the highest levels of personal conduct from everyone within REMOTTEK Pty Limited, regardless of position. Honesty, integrity and fairness form the cornerstones of relationships inside and outside REMOTTEK Pty Limited. Bribery of any form is unacceptable. No undeclared offers or payments will be accepted, solicited, or made by, anyone in REMOTTEK Pty Limited.

In addition, everyone within REMOTTEK Pty Limited is required to avoid any conflicts of interest between their personal activities and the business of REMOTTEK Pty Limited.

Everyone is required to make proper use of company assets. Fraud and theft of any sort are unacceptable, and we will treat any incidences seriously. Prevention of fraud and theft is the responsibility of all employees, who should demonstrate a commitment to an anti-fraud culture through their actions.

While it is recognised that limited corporate hospitality is given and received as part of building normal business relationships, employees should avoid accepting hospitality or gifts which might appear to place them under an obligation.

Proper and full records are made of all transactions made on behalf of REMOTEK Pty Limited.

### **Work environment**

The welfare of employees is an essential principle for REMOTEK Pty Limited. We aim to provide all REMOTEK Pty Limited employees with competitive terms of employment. All employees will be encouraged to play a full part in personal career development through progressive human resource and training arrangements. We are committed to equal opportunities and the avoidance of discrimination. Harassment will not be tolerated.

### **Corporate conduct**

We comply with all applicable legal, regulatory and licence requirements in the countries where we do business. We aim to co-operate fully with government and regulatory bodies, and we comply with applicable competition law when carrying out Our business operations. We apply high standards of corporate governance to the operation of all companies within REMOTEK Pty Limited.

In all of our public communications and documents that we file with regulators and stock exchanges, we seek to provide timely disclosure which is full, fair and accurate and which is easily understandable.

We do not make contributions to political parties.

Wherever we operate, we strive to make a positive and meaningful contribution to community activities and to behave in a socially responsible manner. We recognise that REMOTEK Pty Limited's sustained commercial success is only possible in the presence of a healthy social environment. We always seek to support social and economic development in the communities where REMOTEK Pty Limited does business.

### **Human rights**

We conduct Our business as a responsible, corporate citizen in the worldwide society. We support the UN Universal Declaration of Human Rights and aim to apply its principles throughout Our business operations.

### **Health, safety and the environment**

Protection of the health and safety of our employees, all those affected by Our business and the protection of the environment, are critical to the overall success of the company. We recognise the importance of contributing to the sustainable development of communities where we work.

To meet these objectives, we conduct our operations using sound HSE management systems, which reflect best industry practice, and we seek to deliver continual improvement by ensuring that lessons are learned. HSE performance is a core value in Our business and all REMOTEK Pty Limited employees are accountable for its delivery.

A safe and secure working environment is fundamental to business success and we seek to protect our personnel, physical assets, information and company reputation from harm.

### **Communication**

We recognise the vital role that clear and effective communication plays in sustaining business relationships and safeguarding public confidence in REMOTEK Pty Limited's activities. Openness and transparency of operations, appropriate to the expectations of respective audiences, are a key business goal, subject to the demands of commercial confidentiality. It is also recognised that effective internal communication is important to the success of REMOTEK Pty Limited, and central to sustaining our corporate values.

### **Third parties**

When we operate in conjunction with third parties, or with associated companies or in joint ventures we always seek to promote the application of these Business Principles.

More specifically, business integrity is a key standard for the selection and retention of those who represent and work for REMOTEK Pty Limited. Agents, representatives, consultants or third party contractors must signify their willingness to accept and comply with REMOTEK Pty Limited's policies and procedures, and they will only be retained on terms that are consistent with REMOTEK Pty Limited's values and these Business Principles.

### **Customers**

We aim to deliver customer satisfaction by developing and maintaining mutually profitable and lasting relationships with customers, offering value in terms of price, safety and quality and responding to customers' needs through continuous innovation.

### **Economic priorities**

REMOTEK Pty Limited is a commercial organisation operating in and subject to

the forces of the private sector. We pursue corporate opportunities that provide an appropriate return for our shareholders in order to discharge REMOTEK Pty Limited's responsibilities and to remain in business.

REMOTEK Pty Limited's investment criteria are primarily economic, but also take proper account of social and environmental considerations.

We recognise that many of REMOTEK Pty Limited's activities will be subject to regulation. We work constructively with host governments and regulatory authorities to ensure that such regulation is conducive to the highest standards of environmental performance, safety and operational integrity, and balances the interests of investors and other stakeholders.

*These Business Principles are fundamental to the conduct of Our business and must not be compromised. Everyone within REMOTEK Pty Limited is responsible for observing these Business Principles. Managers are specifically responsible for these standards and for ensuring they are applied throughout REMOTEK Pty Limited. All corporate decisions will be made in line with these Business Principles.*