

Code of Conduct Policy

Professionalism, honesty, respect and integrity in every dealing every day

The Company's business success depends on its reputation for integrity and on the trust and confidence of clients and customers, therefore the Code of Conduct details the Company's required standards of general conduct and behaviour.

Every Employee has an obligation to behave at all times with honesty and propriety by conducting activities they undertake on behalf of the Company in compliance with all legal, statutory and regulatory requirements. This includes codes of conduct of any professional and industry bodies with which the Company has formal or informal ties.

It is important for all employees of Lack Group to maintain fair, just and ethical standards, in keeping with our vision mission and values.

We will observe our obligations under all laws and regulations that are applicable to our business; and never compromise our ethics or integrity.

In line with our vision, Lack Group has a Code of Conduct that applies to all Lack Group managers and employees, and to all contractors working for or at Lack Group sites (our people).

In applying the guidelines of the Code of Conduct, our people are expected to demonstrate our values of Professionalism, Commitment, Communication and Safety:

- Through our behaviours set an example for and recognise others who also demonstrate these behaviours; and
- Speak out when you believe the Code of Conduct, values or related behaviours are being compromised.

Lack Group's Code of Conduct is made up of seven principles:

- We all have a responsibility for safety and actively contribute to a safe workplace to ensure every person going home safe and healthy every day
- We act ethically and professionally at all times, with the highest levels of respect, dignity and integrity in dealing with each other, our clients and the general public
- We treat others with fairness and respect and value diversity
- We identify conflicts of interest and manage them responsibly
- We respect and maintain privacy and confidentiality
- We comply with this Code, the law, Lack Group's contractual commitments and Lack Group's policies and procedures
- We immediately report any breaches of this Code, the law and Lack Groups policies and procedures

To ensure this policy is effective we shall:

- provide all employees with information and training on the policy, procedures and their responsibilities,
- review this policy annually in consultation with managers and employees,



Diane Lack
CEO & Managing Director
Lack Group
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