

## CODE OF CONDUCT

*Ferretti is proud of the history and reputation of being a leader in the provision of process pipe fabrication and installation project delivery, project management, design, engineering, procurement, pipe spooling and specialist steel fabrication manufacture, installation commissioning and maintenance. Central to this history and reputation is the quality of its workforce and their commitment to excellence.*

In keeping with this proud history, all employees, current and future, have the privilege of continuing the reputation and commitment to excellence through observing the highest possible standards of behaviour, ethics, and integrity as a condition of their employment.

These standards include:

- Compliance with all company policies, procedures, rules, and contractual obligations;
- Compliance with all relevant industry legislative requirements in the performance of all duties;
- Adherence to appropriate professional codes of practice and/or ethics;
- Compliance with all reasonable and lawful instructions from management and supervision;
- Observation of occupational health and safety rules, responsibilities, and practices;
- Adherence, to the confidentiality of any information, records or other sensitive material acquired during the course of employment and/or after the cessation of employment;
- Honesty and fairness in all dealings with customers, clients, co-workers, management, and the general public;
- Respect for Ferretti International's equipment, supplies and property;
- Not to make any unauthorised statements to the media or publicly about Ferretti International, its business, customers, or clients;
- No fighting or threatening behaviour in the workplace;
- No offensive language and/or behaviour in the workplace;
- No unlawful discrimination or harassment in the workplace;
- Not to consume or be under the influence of alcohol or other drugs whilst in the workplace;
- Adherence to equal opportunity legislation at all times.

A breach of this code of conduct by any employee will result in disciplinary action being taken which may include the termination of employment.

A handwritten signature in blue ink, appearing to read 'B. Dadmehr', with a long horizontal flourish extending to the right.

Babak Dadmehr, General Manager

**Ferretti International (Aust)**

May 2023