



Code of Responsible Business Practice

The Code of Responsible Business Practice (the Code) sets out the principles for ethical and responsible business conduct that underpin our Values:

- A commitment to conducting its business with the utmost integrity by complying with laws and regulations in all States in which the Company operates.
- Rules guiding employees and directors towards ethical decisions in situations of potential conflict of interest, political involvement, bribery and financial inducements;
- Workplace relations principles regarded by the Company as fundamental, including mutual respect, anti-discrimination and freedom of association;
- Commitment to adherence to health and safety standards, both of products, through compliance with manufacturing and other best practice standards, and
- In the provision of safe employee work environments;
- Practices for responsible environmental management; and
- Guidance for beneficial interactive relationships with the communities in which Poly Welding Specialists operates and collaboration throughout the organisation.

We have developed this code and supplementary policies and procedures to ensure that:

- Our customers and the broader community can be confident that Poly Welding Specialists is committed to operating with the highest integrity at all times;
- Our contractors, suppliers know what to expect from a business relationship with Poly Welding Specialists and the expectations we have of them; and
- Our employees understand both their obligations to Poly Welding Specialists and Poly Welding Specialists obligations to them.

Raising a business conduct concern

We encourage a workplace where people seek assistance if they are uncertain about what to do. We also encourage those with whom we interact, to raise queries and concerns about the way we conduct our business.

Troy R Marshall

Troy Marshall - Director
Date: 30 January 2018