

## CODE OF CONDUCT

### Purpose

This policy affirms EC3 Global's support and belief in responsible social and ethical behaviour. The policy clarifies the standards of behaviour that EC3 Global expects from all of its employees.

### Principles

EC3 Global is committed to embracing, respecting and supporting human rights wherever we operate and to maintain a work environment which is free from discrimination and harassment. We comply with the Australian Federal Legislation relating to human rights and respect international human rights principles. EC3 Global also complies with the Australian Employment Law.

Our employees have an obligation to the business, our clients and themselves to observe high standards of integrity and fair dealing. Unlawful and unethical business practices undermine employee and Client trust and will not be tolerated.

### Policy

Our Code of Conduct applies to all employees and provides a framework for the daily conduct of business. The Code of Conduct does not replace Australian and State legislation. This policy is based on maintaining:

- A high standard of integrity and professionalism.
- The responsible management of Company information, data, equipment and facilities
- Being respectful of the environment in which we operate.
- Exercising fairness, equality, courtesy, consideration and sensitivity in dealing with employees, clients and suppliers.
- Avoiding possible conflicts of interest.
- Performing duties with skill, honesty, care and diligence.
- Abiding by policies, procedures and lawful directions that relate to employment with EC3 Global and/or our Clients
- Working against business corruption.
- Supporting open communication with all staff

EC3 Global is committed to a process of continual improvement.

This policy will be regularly reviewed by EC3 Global and any necessary changes will be implemented through the CEO.



Stewart Moore  
CEO EC3 Global  
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