

## CCA-POL-107 Code of Conduct

The following Code of Conduct outlines the standard of behaviours that all employees and subcontractors are expected to maintain in all business functions and activities.

CraneCorp Australia aim to foster and maintain integrity, ethical and professional behaviours within the organisation.

All CraneCorp Australia personnel shall:

- Maintain the Health and Safety of the workplace at all times.
- Behave honestly and with integrity.
- Act with care and due diligence.
- Comply with all applicable Australian laws.
- Maintain confidentiality about our business.
- Disclose, and take reasonable steps to avoid, any conflict of interest (real or apparent).
- Treat everyone with respect and courtesy, and without harassment.
- Always stand against any behaviour that indicates discrimination harassment or bullying in the workplace.
- Treat all concerns raised fairly and seriously, with no negative consequence to the person who raised their concern.
- Never provide false or misleading information.
- Follow Cranecorp Australia's procedures for tasks undertaken.
- Comply with any lawful and reasonable instruction or job task.
- Never make improper use of inside information or employee details.
- Never seek to gain, a benefit or advantage for one's self or other unfairly or dishonestly.

At all times behave in a way that upholds the CraneCorp Australia values, integrity and good reputation of the business.

Breaches of the code of conduct will result in disciplinary action taken, and corrective actions taken to ensure breaches are not repeated. Contributing factors to a breach is to be assessed and improved on to avoid reoccurrence.

In meeting the objectives of this policy, management is committed to regular consultation with employees to ensure that the policy operates effectively and that health and safety issues are regularly reviewed.

A handwritten signature in black ink, appearing to read "Rick Musarra".

Rick Musarra

Managing Director