

Code of Conduct

1. INTRODUCTION

Clean TeQ Water Limited is committed to achieving outstanding performance and results to provide value to our shareholders while considering the interests of our employees, customers, the community, contracting partners and others with whom we do business.

The purpose of this Code is to guide the behaviour of everyone in Clean TeQ Water (including all employees, contractors, consultants, managers and the Board of Directors) (collectively, Employees) by stating the Company's firm commitment to behaving honestly and fairly, ensuring the Company's values are not compromised.

All employees are required to understand and comply with their obligations under this Code.

If employees are not sure that a proposed action is appropriate, they should ask their Manager or the Human Resources Department for guidance before acting.

2. RESPONSIBILITIES

All personnel covered by the scope of this Code must:

2.1 Personal Behaviour

- Act ethically and with integrity;
- Act according to the legislative requirements, policies and ethical codes that apply;
- Make decisions fairly, impartially and promptly, considering all available information, legislation, policies and procedures;
- Treat members of the public and colleagues with respect, courtesy, honesty and fairness and have proper regard for their interests, rights, safety and welfare;
- Do not harass, bully or discriminate against colleagues, members of the public or employees;
- Contribute to a harmonious, safe and productive work environment by personal work habits and professional workplace relationships.

2.2 Communication and Official Information

- Do not disclose official information or documents acquired through work, other than as required by law or where proper authorisation is given;
- Do not misuse company information for personal or commercial gain for yourself or another;
- Adhere to legal requirements, policies and all other lawful directives;
- Respect the confidentiality and privacy of all information as it pertains to individuals.

2.3 Fraudulent and Corrupt Behaviour

- Report any fraudulent or corrupt behaviour to your Manager or otherwise in accordance with the Whistleblower Policy;
- Report any breaches of the code of conduct to your Manager or otherwise in accordance with the Whistleblower Policy;
- Understand and apply the accountability requirements that apply.

2.4 Use of Company Resources

- Be accountable for company expenditure;
- Use company-funded resources diligently and efficiently. These include office facilities, vehicles and company credit cards.
- Do not use office time or resources for personal gain, financial or otherwise;

- Keep to policies and guidelines in the use of computing and communication facilities and use these resources in a responsible and practical manner;
- Ensure that any company funded travel is for company purposes and is only done when absolutely necessary.

2.5 Record Keeping and Use of Information

- Record actions and reasons for decisions to ensure transparency;
- Ensure the secure storage of sensitive or confidential information;
- Comply with Clean TeQ Water’s record keeping procedures.

2.6 Conflict of Interest

- Ensure personal or financial interests do not conflict with your ability to perform your duties in an impartial manner;
- Where conflicts of interest do arise, ensure they are managed to Clean TeQ Water’s interest.

3. REPORTING NON-COMPLIANCE WITH THIS CODE

Any Employee who knows or suspects on reasonable grounds a breach of this Code either has occurred, is occurring or might occur should report that information to either:

- An Officer or Senior Manager
- Human Resources
- Eligible Whistleblower as defined within the Whistleblower Policy

Such reports are treated confidentially to the extent possible consistent with Clean TeQ Water’s obligation to deal with the matter openly and according to applicable laws.

The Clean TeQ Water Board of Directors are to be informed of any material breaches by a Director or Senior Manager (Key Management Personnel) of this Code that call into question the culture of the organisation.

4. CONSEQUENCES FOR NON-COMPLIANCE WITH THIS CODE

Adherence to this Code and Clean TeQ Water’s policies is a condition of employment or engagement at Clean TeQ Water.

Breaches of this code may be subject to disciplinary action including termination of employment or engagement, if deemed appropriate.

5. PROTECTION FROM LIABILITY

Employees who in good faith, report a breach or a suspected breach will not be subject to any retaliation or recrimination for making that report.

The Company will indemnify its Personnel against liabilities incurred by them while carrying out their duties in good faith for the Company.

6. REFERENCE AND RELATED DOCUMENTS

Clean TeQ Water Limited’s Values
 Clean TeQ Water Diversity Policy
 Clean TeQ Water Whistleblower Policy
 Clean TeQ Water Anti-Bribery and Corruption Policy

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		4	- Inclusion of non-compliance measures		
		5	- Inclusion of protections		