

Code of Conduct

1. INTRODUCTION

Clean TeQ Water Limited (the Company) 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.

This Code sets the standard for professional behaviour expected of all individuals representing Clean TeQ Water. It reflects our commitment to a culture of integrity, ethical conduct, transparency and accountability, in alignment with our values and corporate governance responsibilities as an ASX-listed entity.

All Employees must read, understand, and adhere to this Code. Leadership personnel have an additional responsibility to model the expected behaviours and reinforce compliance across their teams.

2. SCOPE AND APPLICABILITY

This Code applies to all Company employees, officers, directors, associates, contractors, and consultants (collectively "Employees")

This Code applies at all times whenever representing Clean TeQ Water, including but not limited to:

- Social activities, including informal gatherings related to work
- Sporting events representing the company
- Seminars, training courses and conferences
- Work functions, events or activities (onsite and offsite)
- Out-of-hours work activities, including virtual/ remote working
- Community or industry events
- External communications, including social media and public commentary

Employees must ensure that their conduct outside working hours does not:

- Bring Clean TeQ Water's reputation into disrepute
- Diminish public or stakeholder confidence in the company

If Employees are not sure that a proposed action is appropriate, they should seek guidance from their line manager or the Human Resources Department for guidance before proceeding.

3. RESPONSIBILITIES

3.1 Personal Behaviour

Employees must:

- Act in a manner that upholds and promotes the reputation of Clean TeQ Water.
- Act ethically, honestly, and with integrity
- Comply with all applicable laws, regulations, and company policies
- Make fair, impartial and prompt decisions based on all available information
- Treat members of the public and colleagues with respect, courtesy, honesty and fairness and have proper regard for their interests, rights, safety and welfare
- Refrain from harassment, bullying, or discrimination.
- Foster a harmonious, safe and productive work environment by personal work habits and professional workplace relationships.

3.2 Communication and Official Information

Employees must:

- Use professional judgment when communicating on social media or in public forums and avoid making statements that could be perceived as speaking on behalf of the Company without authorisation.
- Not disclose official information or documents acquired through work unless required by law or where proper authorisation is given
- Not misuse Company information for personal or commercial gain;
- Adhere to legal requirements, Company policies and all other lawful directives
- Respect the confidentiality and privacy of Company and personal data.

3.3 Fraudulent and Corrupt Behaviour

Employees must:

- Report any fraudulent or corrupt behaviour and any breaches of the code of conduct in accordance with the Whistleblower Policy and the Anti-Bribery and Corruption Policy.
- Understand and apply the accountability requirements.

3.4 Use of Company Resources

Employees must:

- Be accountable when using Company funds and resources.
- Use Company facilities, vehicles and company credit cards diligently and efficiently.
- Not use Company time or resources for personal gain or unlawful purpose.
- Adhere to Company policies and guidelines on computing and communication facilities and use these resources in a responsible and practical manner.
- Ensure all Company-funded travel is for Company purposes and is only done when necessary.
- Ensure appropriate use of digital tools and platforms in line with cybersecurity measures.

3.5 Record Keeping and Use of Information

Employees must:

- Maintain accurate record of actions and decisions for transparency.
- Ensure the secure storage of sensitive or confidential information.
- Comply with Clean TeQ Water's record keeping procedures.

3.6 Conflict of Interest

Employees must:

- Avoid conflicts between personal or financial interests and their professional duties.
- Disclose and manage any conflicts in Clean TeQ Water's best interest.

4. 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 must report that information to:

- An Officer or Senior Manager
- Human Resources
- An eligible Whistleblower as defined in the Whistleblower Policy

Reporting in good faith is protected under the Whistleblower Policy.

All reports will be treated confidentially, consistent with the Company's obligation to handle matters transparently and in compliance with applicable laws. The Company will investigate all reports promptly, fairly, and impartially.

The Clean TeQ Water Board of Directors must be informed of any material breaches by a Director or Senior Manager (Key Management Personnel) that could impact the Company's culture.

5. CONSEQUENCES FOR NON-COMPLIANCE WITH THIS CODE

Compliance with this Code and Clean TeQ Water's policies is a condition of employment or engagement at Clean TeQ Water.

Breaches of this Code may result in disciplinary action including termination of employment or engagement, if deemed appropriate. The severity of consequences will depend on the nature and seriousness of the breach, and whether it constitutes misconduct under employment law.

6. PROTECTION FOR WHISTLEBLOWER

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.

Subject to applicable laws and Company policies, the Company supports its personnel by maintaining appropriate insurance and indemnity coverage.

7. 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

8. APPROVED AND ADOPTED

This Code is reviewed by the Board at least every two years and approved by the Board. Any material amendments will be communicated to all Employees.

This Code was reviewed, approved and adopted by the Board on 30 April 2025.