

Code of business conduct for Balkore Industries pty Ltd. and subsidiary companies

The code of business conduct (code) contains principles that are reflecting our values and ethics. The code applies to all employees, officers, and directors and is a public statement of standards of operation of the Balkore family of companies (the corporation).

No provision of this code may be waived for any director, officer, or employee without approval of the Board of Directors.

- We do not take any role in any outside concern that would adversely influence our corporate responsibilities.
- When exchanging business courtesies, meals, and entertainment, we avoid activities that could create even the appearance that our decisions could be compromised.
- We compete fairly without collusion or collaboration with competitors to divide markets, fix prices, or allocate customers.
- We assure that those who seek to do business with the corporation have fair opportunities to compete for our business.
- We provide full and accurate information for use in internal and external reporting.
- We keep records that are verifiably accurate.
- We use the corporation assets for personal purposes strictly on an infrequent basis with negligible expense to the corporation
- We recruit, train, promote, and reward people based upon their performance and contribution.
- We respect all the corporation personnel without regard to their position or level within the corporation.
- We follow the code and respect the codes of conduct and rules of business of countries where we do business and abide by their laws.
- We comply with laws, rules, and regulations and actively promote awareness, understanding of, and compliance with all applicable laws.
- We offer no payments or favors to influence to others to do something wrong.
- We value open and fair competition and respect the rights of our customers, suppliers and competitors just as we expect our rights to be respected.
- We actively encourage every employee, officer and director to recognize and report any concern about possible illegal or unethical behavior and we ensure that such reports made in good faith will be acted upon responsibly and without retaliation.
- We create a workplace where we feel free to express our opinions and to raise questions and concerns in a safe and supportive environment, without fear of harassment, retribution or retaliation by peers or managers.