

## CODE OF CONDUCT

### SCOPE AND PURPOSE

This Code of Conduct Policy establishes a standard by which all Aussie Natural Spring Water (ANSW) employees, contractors, subcontractors and key stakeholders conduct ourselves towards others and perform our duties. We acknowledge that it is our people that make us a bottled spring water company like no other. We expect the highest standard of social and ethical conduct and are committed to our values of honesty, fairness, respect, integrity, responsibility and accountability. Any breaches of this policy may face disciplinary action up to and including termination of employment and or criminal prosecution. Contractors and subcontractors may also face disciplinary action, including termination or cessation of their engagement.

### ANSW CODE OF CONDUCT REQUIRES THAT EMPLOYEES, SUBCONTRACTORS AND KEY STAKEHOLDERS MUST:

- Endeavour to achieve excellence in the performance of our work and strive for continuous improvement
- Behave with honesty and integrity in connection with ANSW employment
- Act with care and diligence; exercise a duty of care at all times with regards to your duties and ANSW employment
- Treat everyone with respect and courtesy, and without harassment or vilification
- Comply with all applicable Australian laws; legislative, regulatory and statutory requirements
- Maintain confidentiality regarding ANSW business, ensuring the protection of ANSW intellectual property
- Refrain from behaviour that damages, or has the potential to damage the reputation of ANSW, or the public's perception of ANSW, including any reference to ANSW in any social media platforms, even in a private capacity
- Whilst conducting your duties, always represent ANSW in a professional manner
- Use ANSW resources in a proper manner, including the proper use of electronic equipment, internet and email
- Be accountable for our actions, successes and failures
- Not accept personal compensation or reward from an individual or organisation that is designed to influence their actions or decision making
- Ensure your capacity to perform your duties is not impaired by the use of alcohol or drugs. You must not attend work under the influence of alcohol, illegal drugs or non-prescribed or restricted substances.



.....  
Tim Brown  
Managing Director

## A True Taste of Australia