

government official, or a close relative of a government official); and

- the party is not restricted or prohibited under applicable trade sanctions laws and regulations or other international trade controls.
- Confirm that the subcontractor or other third party understands Aussie Excavators Plant Hire's expectations and the Code and is contractually bound to meet standards consistent with the Code, where possible.

7. International Trade Controls

Aussie Excavators Plant Hire complies with all national and international laws, regulations and restrictions relating to the movement of materials, services, and money around the world which are applicable to its business, which includes international trade sanctions, export and import controls, and anti-money laundering laws.

You must:

- know and follow the sanctions and international trade control laws and regulations of all countries in which you operate or that apply to transactions relevant to your activities with Aussie Excavators Plant Hire;
- understand the anti-money laundering laws applicable to your business and ensure you act in compliance with such laws;
- ensure that accurate and complete information is provided to government authorities, when required, including import and export declarations;
- ensure that you are not entering business transactions with third parties that are subject to international sanctions;
- never proceed with an export or other business transaction if there is any doubt about its legality or propriety; and
- never participate in cross-border trade between a sanctioned country and the country that has imposed such sanctions.

8. Conflicts of Interest

Aussie Excavators Plant Hire does not permit actual or perceived conflicts of interest to avoid adverse effect on the reputation of Aussie Excavators Plant Hire.

You must:

- disclose to Aussie Excavators Plant Hire any conflict of interest or potential conflict of interest that affects you as soon as possible;
- avoid any dealings or relationship that may create a conflict with your obligations to Aussie Excavators Plant Hire;
- not be involved in any decision making where you may not be able to make an objective decision; and
- not be directly involved in the potential employment or employment of a relative, close friend or associate.

9. Securities Trading

Aussie Excavators Plant Hire is committed to upholding fair and ethical securities trading practices, complying with all laws.

You must not use any information about Aussie Excavators Plant Hire, a competitor, joint venture, customer or supplier for financial or other personal benefit, or convey this information to others before it becomes public.

10. Anti-Competitive Conduct

Aussie Excavators Plant Hire is committed to the principles of free and fair competition and will always compete vigorously but fairly and comply with all applicable competition laws.

Competition laws differ between jurisdictions but are designed to promote fair and open competition. Price fixing, bid rigging, market sharing and other cartel conduct may amount to a criminal or civil offence for both Aussie Excavators Plant Hire and its employees.

You must maintain the independence of Aussie Excavators Plant Hire and avoid anti-competitive conduct.

11. Compliance with Laws

Aussie Excavators Plant Hire complies with all applicable laws and regulations and its values and policies wherever it operates.

You must at all times act in accordance with the Code, Aussie Excavators Plant Hire's values, and all applicable laws and regulations and Aussie Excavators Plant Hire policies wherever it operates. Where the Code or a policy sets higher standards of behaviour than local laws, rules, customs or norms, the higher standard will apply.

12. Use of Aussie Excavators Plant Hire Assets

Aussie Excavators Plant Hire is committed to ensuring that its property is treated appropriately with care, responsibility, and respect at all times.

You must:

- only use Aussie Excavators Plant Hire assets for business purposes unless you have appropriate authorisation;
- take care to prevent waste, loss, damage, misuse, theft or misappropriation of assets;
- comply with applicable policies and laws regarding the use or transfer of assets (including applicable delegated authorities); and
- respect the assets of others, whether physical or intangible (for example, intellectual property and confidential information).

Aussie Excavators Plant Hire assets are an important part of Aussie Excavators Plant

Hire's business and include facilities and equipment, materials and supplies, computer and telephone networks and cash. They also include intellectual property – Aussie Excavators Plant Hire's ideas and know-how, customer and supplier information and market data.

13. Working with Governments

Aussie Excavators Plant Hire is committed to having open, constructive, and ethical relationships with governments. Any interactions with governments, regulators and public authorities must be in the best interests of Aussie Excavators Plant Hire and information provided must be accurate and appropriate.

You must:

- ensure that all interactions with governments, regulators and public authorities are in the best interests of Aussie Excavators Plant Hire, adhere to high standards of ethics and comply with the letter and the spirit of the law;
- never provide a gift, entertainment, or any other thing of value in violation of the Code;
- ensure that all information provided to governments, regulators and public authorities is accurate and appropriate. Errors or omissions may damage the reputation and credibility of Aussie Excavators Plant Hire and could be illegal; and
- cooperate with every legitimate government request for information in accordance with tendering or contractual obligations or with regulatory investigations, while protecting Aussie Excavators Plant Hire's legal rights.

14. Political Contributions and Activities

Aussie Excavators Plant Hire does not make direct contributions in cash or in-kind to any political party.

You must:

- never make any political contributions of any kind on behalf of Aussie Excavators Plant Hire; and
- never make any political contributions of any kind in relation to your activities with Aussie Excavators Plant Hire for the purpose of obtaining an improper business advantage