



JORD CODE OF ETHICS

1. Policy Statement

The Code of Ethics sets out the standards of behaviour expected at Jord (the 'Company') and help solve ethical dilemmas faced at work. The Code of Ethics provides a framework which directors, managers, employees, agents, and anyone associated with the Company are required to observe in high standards the conduct of their duties and responsibilities. The Code of Ethics is based on the Company's Ethos which stands as the foundation of the business:

We respect all peoples and all cultures, and recognise that all parties must succeed to sustain long term business partnerships. In this, we strive to be scrupulously fair.

We foster long term alliances with international technology leaders, fabricators and customers. The ability to sustain these partnerships through the decades emphasises our commitment to these relationships.

We strive to constantly improve all aspects of our company. This extends from the way in which we perform our tasks through our social and environmental responsibilities.

These are the values which the Company believes in and strives to achieve on an ongoing basis. The Code of Ethics is a guide and the Company must practice fair dealing, honesty and integrity in every aspect of doing business with employees, customers, suppliers, competitors, the business community, government authorities, and the general public.

2. Objectives

a. Working Together

The Company promotes diversity and equality and provides equal opportunities for all employees in a workplace free from unlawful discrimination. The Company is committed to rewarding our employees for the additional value they add to the organisation. We believe that an employee's contribution is a vital element in building a bigger and better business and making Jord an Australian company that we can all be extremely proud of. The Company provides a way to sustain a successful, high-performance organisation by investing in employee development and training. The Company is committed to ensure employees are treated fairly and equitably in an environment free of discrimination, harassment, bullying, & violence of any kind under any circumstances.

b. Conducting Business

The Company is committed to design, manufacture, and supply quality, reliable, and safe process equipment that is fit for purpose, in full compliance with customer and statutory requirements. The Company guarantees strict adherence and consistency in the implementation, maintaining, and improving the Integrated Management Systems across the Jord Group. Non-conformance is monitored at Director's level to ensure meaningful remedial and corrective actions are taken. The Company conducts business with integrity and transparency and strictly prohibits improper payments such as bribes and kickbacks intended to introduce or reward favourable commercial and governmental decisions. The Company expects suppliers, their employees and their supply chains to operate to the highest standards of quality and integrity, in their relationship with the Company.

The Company safeguards assets and company technologies to be used for legitimate business purposes. Technology, information, and designs are at the heart of the Company and remain the sole property of the Company. The Company expects employees to act in the best interests of Jord and to avoid conflicts that may compromise, or appear to compromise, the objective performance of their duties whilst employed.



c. Health, Safety and Environment

The Company is committed to the well-being and safety of its employees. The Company's goal is to maintain safe and environmentally friendly working practices for employees, customers, fabrication partners and visitors and observe government or statutory regulations.

d. Working within Communities

Through the Jord Environment Trust, the Company supports international causes that help foster a biologically diverse and sustainable planet.

3. Application

The Code of Ethics expresses fundamental principles which the Company adheres to. The Code of Ethics is based on the Integrity and Compliance Programme which was created so that the Company continues to follow the highest ethical culture and standards.

The Integrity and Compliance Programme is provided for employees throughout the Company to increase awareness of the issues covered by this Code. They will provide additional guidance to those in a supervisory role with management responsibilities. Violation of this Code is not acceptable and may result in disciplinary action, up to and including dismissal.

This Code applies to Jord International Pty Ltd and its subsidiaries, including all their directors, officers, managers, and employees. In addition, the following stakeholders should be encouraged to comply with the Code of Ethics including joint ventures and third parties such as suppliers, subcontractors, and agents.

4. Process

If there is an ethical dilemma, the first point of reference should be the Code of Ethics. If there is a question on ethics, business conduct, laws or regulations at a place of work, the first point of contact should be a manager or a functional specialist who can give advice on relevant issues to their expertise such as Finance, People and Culture (P&C) or an OHS representative. Alternatively, the Head of People and Culture or CEO can also be contacted.

When identifying if there is an ethical dilemma to an action or situation, the following questions can assist in determining the answer:

- Is the action or situation legal, fair, and honest?
- Does the action or situation comply with or contravene any Jord policies?
- If the action or situation became known, could it result in embarrassment either within or outside Jord?
- How would the action or situation look if it were reported in the newspapers?

The following Company policies provide more details on the ethical issues covered in the Code of Ethics:

- Integrity and Compliance Programme
- Equal Opportunity, Anti-Discrimination, Harassment, Bullying & Violence Policy
- Employee Training and Development Policy
- Work Health and Safety Policy
- Jord's Email Guidelines
- Jord's General Terms of Employment