



ANTI-BRIBERY AND CORRUPTION POLICY

This Policy applies to anyone who is employed by or works at Wasco, including employees (whether permanent, fixed term or temporary), contractors, consultants, secondees and directors wherever located. Wasco holds its employees, suppliers, and contractors to high ethical standards. Every employee, supplier, and contractor is accountable for maintaining full compliance with all applicable laws, regulations, and requirements. This includes the prevention of money laundering and corruption, the prohibition of all unlawful payments and practices, competition compliance, and full disclosure of any actual or potential conflict of interest.

Employees, suppliers, and contractors shall establish and maintain precautions from making, receiving, providing, or offering substantial gifts, entertainment, payments, loans, or other consideration to employees, agents, or representatives of any third party for the purpose of influencing those persons to act contrary to the best interests of the third party.

Employees or contractors should not give, divulge, or retain any confidential information obtained while employed by Wasco without prior Wasco approval. Confidential information shall include, but not be limited to, engineering studies and analysis, trade secrets, confidential operations, processes, information concerning the organisation, business, finance, transactions, or affairs of Wasco, its customers, and principals.

Employees and contractors are also prohibited from using such information for any purpose other than to benefit the business of Wasco. The restrictions in respect of the disclosure on use of such information apply not only during your contract, but also for so long thereafter as the information remains confidential.

During their term of employment with Wasco, employees and contractors are prohibited from being directly or indirectly interested, engaged, or concerned in, or conducting business, which is similar to, or which conflicts or interferes in any way with the business carried on by Wasco. Any potential conflicts are to be raised to senior management.

Each employee and contractor is accountable for conducting Wasco's business with integrity and operating in compliance with all applicable laws. This includes:

- Avoiding situations where there is a conflict of interest or the improper use of inside information.
- Safeguarding and using Wasco proprietary information, assets and resources properly.
- Treating all customers and suppliers in an honest and fair manner.
- Gifts in cash or cash equivalent eg. in the form of gift vouchers, must never be accepted.
- Refraining from any dealings that might reflect badly on your integrity and good name or that of Wasco's.
- Advising Wasco if you become aware of any breach or potential breach of this Policy.

Mel Whyte
President
Wasco Australia

1 March 2022

