



Code of Conduct Policy

Fulton Hogan Group Policy June 2024

Do the right thing

Our success depends on acting with professionalism, honesty and integrity; not only when it is easy, but especially when it is hard. That includes how we act when no one is watching. We consider how others would wish to be treated and resolve differences through respectful discussion and open communication. We respect the law and hold everyone in the company accountable for their actions.

We will:

- Conduct business in accordance with our REAL values of Respect, Energy & Effort, Attitude and Leadership
- Follow all lawful and reasonable directions in relation to our work
- Encourage our suppliers, customers and partners to do the right thing
- Empower our people to speak up, without fear, and protect those who do so
- Use company assets and systems lawfully, responsibly and only as authorised
- Avoid actions or activities that may give rise to a conflict of interest, or may impact on the reputation and standing of the company
- Not make unauthorised gains or payments, and will not engage in unethical conduct
- Operate in line with documented standards and procedures

A handwritten signature in black ink, appearing to read 'C W Bruyn'.

C W Bruyn
Managing Director