

CELLNET GROUP LIMITED

ACN 010 721 749

Code of Conduct

As an employee of Cellnet, we expect you to observe the highest standards of ethics, integrity and behaviour during the course of your employment with us. In doing this, we need you to observe the following standards of behaviour.

- comply with all laws, company policies, procedures, rules, regulations, contracts and all reasonable and legal instructions from the company;
- be honest and fair in dealings with customers, clients, suppliers, co-workers, company management and the general public;
- treat customers, clients, suppliers, co-workers, company management and the general public in a non-discriminatory manner with proper regard for their rights and dignity;
- promptly report any violations of law, ethical principles or policies that come to your attention;
- observe health and safety policies and obligations;
- respect the company's ownership of all company funds, equipment, supplies, books, records and property;
- maintain during employment with the company and after the termination of employment, the confidentiality of any confidential information, records or other materials acquired during the course of employment with the company;
- do not fight or swear in the workplace and do not engage in any sexual or other unlawful harassment or bullying in the workplace;
- do not consume or possess drugs or alcohol in the workplace or attend work under the influence of drugs or alcohol;

Breaches of the Code of Conduct are considered a very serious matter and will be dealt with in accordance with the Performance and Misconduct Policy, which can include termination of employment.