

Multiplant Holdings controlled entities (Multiplant and KMJV) recognise our moral and legal responsibility to protect employees, partners, vendors, and the Company from illegal or damaging actions by individuals, either knowingly or unknowingly.

The Company strives to establish a culture of openness, trust, and integrity in business practices. This policy applies to all employees, contractors, consultants, temporary staff, and all persons affiliated with third parties involved in Company business operations.

The Company will not tolerate any wrongdoing or impropriety at any time. Management will take the appropriate measures to act quickly in correcting any breaches of our ethical code.

Management is committed to:

- ❖ Setting a prime example of ethical conduct with honesty and integrity the top priority in any business activity;
- ❖ Continuous communication and consultation about issues potentially affecting ethical behaviour with all stakeholders and welcoming concerns and suggestions to be raised by non-managerial workers;
- ❖ Ensuring all persons in positions of responsibility identify and disclose any actual or perceived conflicts of interests prior to participating in any affected business activities.

Employees and other non-managerial participants in Company business are expected to:

- ❖ Treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical practices;
- ❖ Be aware of ethical values in the wider community and act in a manner that does not concern others about unethical conduct;
- ❖ Disclose any conflict of interests regarding their position and duties;
- ❖ Report any concerns about unethical behaviour to management.

Conduct considered unethical under this policy includes:

- ❖ Use of company or client trade secrets and marketing material, operational data, technical information or other intellectual property for any purpose other than has been expressly authorised.
- ❖ The use of Company or partner corporate assets or business relationships for personal gain or to provide personal benefit to another party.

Management will identify and take appropriate action if unethical conduct is occurring in areas under their control.

All signs of unethical conduct must be reported and recorded and investigated fairly and transparently. Any reported cases must be taken seriously, and immediate action taken to investigate and deal with the issue. Both sides of the case must be listened to, and if verified, acted on to remedy unethical conduct and ensure that it does not reoccur. Violations of this policy may be subject to disciplinary action, up to and including termination of employment or contracts with the Company.

This policy will be clearly communicated to all workers, customers, contractors and clients.

Managing Director:  \_\_\_\_\_ Date: 09 / 05 / 2024