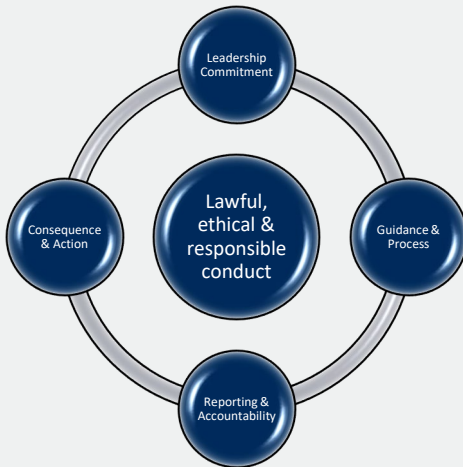


Trident Services Australia Pty Ltd (**Trident**) is committed to promoting and maintaining good corporate governance and a culture that is lawful, ethical and responsible. To support and drive this philosophy, Trident has established the Ethical Behaviour Framework below:



Leadership Commitment

Trident’s company policies set out the commitment of our senior leaders to ensure they and their employees act with high ethical standards, comply with all applicable legal and regulatory requirements and responsibly create long term value for our stakeholders and the communities we serve. These policies guide the “how” in achieving our company values of teamwork, sustainability and authenticity and specifically include, but are not limited to, our:

- Ethical Behaviour Policy;
- Privacy Policy; and
- Modern Slavery Policy.

Guidance and Process

Detailed guidance on Trident’s expectations for ethical behaviour for all employees is set out in the following documents:

Document Name	Topics Covered
Ethical Behaviour Procedure	Disclosing and managing actual or perceived conflicts of interest
	Declaring gifts, benefits and entertainment
	Protections and processes for whistleblowers
	Reporting and responding to allegations of fraud and corruption
Privacy Policy	Collection and provision of personal information, including responding to complaints
Modern Slavery Policy	Management and reporting of modern slavery risks in Trident operations and supply chain

Reporting and Accountability

Information collected under the above processes is monitored and reviewed by Trident Senior Leadership Team via the Integrated Management System (IMS) Oversight Committee on a quarterly basis.

Consequence and Action

All employees receive information and training on ethical behaviour expectations via the Code of Conduct and online induction when they commence employment with Trident and are expected to act in accordance with the policies and procedures set out above. Where behaviour does not meet these standards, further investigation and actions will be taken in accordance with Trident’s Discipline Procedure.

Teamwork

We develop and support our people to drive outstanding customer results

Sustainability

We ethically grow business partnerships

Authenticity

We act with integrity and value trust