

ETHICS AND INTEGRITY POLICY

All employees of Ryan Wilks Pty Ltd shall observe the highest standards of ethics and integrity in carrying out their employment obligations and act in an honest and professional manner that supports the standing of Ryan Wilks Pty Ltd.

The following principles, standards and behaviours must be observed and enforced to ensure the fair and equitable treatment of all parties:-

- Full accountability shall be taken for all decisions and the efficient, effective and proper expenditure of Ryan Wilks Pty Ltd monies based on achieving value for money,
- All purchasing practices shall comply with relevant legislation, regulations, and requirements consistent with Ryan Wilks Pty Ltd policies, procedures and code of conduct,
- Purchasing is to be undertaken on a competitive basis in which all potential suppliers and/or sub-contractors are treated impartially, honestly and consistently,
- All processes, evaluations and decisions shall be transparent, free from bias and fully documented in accordance with applicable procedures to provide a clear audit trail,
- Any actual or perceived conflicts of interest and risks are to be identified, disclosed and appropriately managed; and
- Information other than pricing provided to Ryan Wilks Pty Ltd by a supplier and/or subcontractor shall be treated as commercial-in-confidence and should not be released unless authorised by the supplier or relevant legislation.

Any violations of this policy will be handled through the disciplinary procedure.

This policy will be formally reviewed again May 2027



Ron Ryan

General Manager

May 2025 Issue 9