



## **ETHICS & CODE OF CONDUCT POLICY**

Mitchell Water Australia Pty Ltd (Mitchell), has a commitment to conduct business with the highest ethical standards and in full compliance with the law. Through the dedication of our employees, Mitchell has the reputation of an ethical company and responsible corporate citizen. We must continue to work together to ensure that ethical business practices are applied at all levels of our company and that those with whom we do business know that Mitchell is a company dedicated to the highest ethical standards.

Our reputation as an ethical company is essential to our business and we are committed to conducting our business in a manner that earns us the respect and goodwill of those around us. Performing quality work, completing it on time, and dealing fairly and honestly with everyone involved are essential prerequisites in us maintaining our reputation. Our reputation is as important as any of our assets.

Mitchell strives to uphold ethical purchasing through the declaration of all significant gifts and or donations to the company or individual employees.

The Mitchell Ethics Policy consists of two basic principles:

- We will comply with all laws and legislative requirements.
- We will conduct business with the highest ethical standards.

Put simply, if a person fails to follow either of the above, they are failing to comply with company policy, which is unacceptable.

In the event that that you learn of a breach of our ethical policy, you must report it to the General Manager or a member of the Board of Directors.



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**Robert Shelton**  
**General Manager**  
**Mitchell Water Australia Pty Ltd**  
**November 2023**