

Code of Conduct

CCA-POL-107

Cranecorp Australia Holdings Pty Ltd and its subsidiary companies ("Cranecorp Australia") expects that its employees will always display the highest standards of professional and personal conduct in serving the needs of customers and stakeholders.

All employees have an obligation and duty of care to:

- Comply with prevailing community standards of equity, justice, fairness and compassion in dealing with others within and beyond the Company;
- Perform duties in a responsible and professional manner, with due regard for Company policies and other legal requirements and obligations;
- Take our responsibility for the health and safety of ourselves and others when carrying out our duties;
- Exert responsible stewardship of Company resources;
- Promote and protect the Company's reputation in the wider community;
- Act appropriately when a conflict arises between our self-interest and our duty to the Company;
- Treat everyone with courtesy, respect, kindness, consideration and sensitivity to their rights;
- Refrain from all forms of harassment and discrimination based on gender, race, religious belief, political affiliation, pregnancy, disability, sexual orientation or illness;
- Always act honestly, in good faith and respectful of the trust placed in us;
- Respect each individual's rights to privacy and keep personal information in confidence;
- Consider the impact of our decisions and behaviour on the well-being of others;
- Declare our relationship when participating in decisions affecting another person with whom we have a personal relationship; and
- Seek advice from an appropriate manager where a colleague's behaviour is perceived to be in breach of the Code and report any suspected corrupt, criminal or unethical conduct to our CEO.

Employees whose conduct falls below the standards outlined in the code of conduct will be counselled accordingly and/or disciplined. Contributing factors to a breach are to be assessed and improved on to avoid recurrence.

In meeting the objectives of this policy, management is committed to regular consultation with employees to ensure that the policy operates effectively.



Rod White
Chief Executive Officer