

CODE OF CONDUCT POLICY

SCOPE AND PURPOSE

This Code of Conduct Policy establishes a standard by which all Aussie Natural Spring Water (ANSW) workers and key stakeholders conduct ourselves towards others and perform our duties. We acknowledge that it is our people that make us a bottled spring water company like no other. We expect the highest standard of social and ethical conduct, and are committed to our values of honesty, fairness, respect, integrity, responsibility, and accountability. Any breaches of this policy may face disciplinary action up to and including termination of employment and or criminal prosecution. Contractors, subcontractors, and key stakeholders may also face disciplinary action, including cessation of their engagement.

ANSW requires that all workers and key stakeholders must:

- Endeavour to achieve excellence in the performance of our work and strive for continuous improvement.
- Behave with honesty and integrity in connection with ANSW.
- Be aware of and follow all ANSW policies and procedures.
- Act with care and diligence; exercise a duty of care at all times with regards to your duties and ANSW employment, conducting all duties and operations in a safe manner.
- Treat everyone with respect and courtesy, and without harassment or vilification.
- Comply with all applicable Australian laws; legislative, regulatory, and statutory requirements.
- Maintain confidentiality regarding ANSW business, ensuring the protection of ANSW intellectual property.
- Refrain from behaviour that damages or has the potential to damage the reputation of ANSW, or the public's perception of ANSW, including any reference to ANSW in any social media platforms, even in a private capacity.
- Whilst conducting your duties, always represent ANSW in a professional manner.
- Use ANSW resources in a proper manner, including the proper use of electronic equipment, internet, and email.
- Be accountable for our actions, successes, and failures.
- Not accept personal compensation or reward from an individual or organisation that is designed to influence their actions or decision making.
- Ensure your capacity to perform your duties is not impaired by the use of alcohol or drugs. You must not attend work under the influence of alcohol, illegal drugs or non-prescribed or restricted substances.



Tim Brown
Managing Director



Alan Scott
General Manager