



5G Group  
**Code of Conduct Policy**

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## PURPOSE

5G Networks Limited and its subsidiaries (5G Group) is committed to ensuring that all employees conduct themselves in a professional, ethical and socially acceptable manner in connection with their work. This Code of Conduct provides a framework to assist employees to conduct themselves in such a manner.

## SCOPE

This Policy applies to all employees and contractors of 5G Group.

## CODE

5G Group requires that all employees and contractors at all times:

- Comply with all applicable laws and regulations;
- Act and maintain a high standard of integrity and professionalism.
- Be responsible and scrupulous in the proper use of 5G Group's information, funds, property, equipment and facilities.
- Be considerate and respectful of the environment and others.
- Exercise professionalism, courtesy, consideration and sensitivity in dealing with other employees and workplace participants, clients, customers and suppliers.
- Avoid conflicts of interest, promptly disclosing to their manager any interest which may constitute a conflict of interest.
- Promote the interests of 5G Group.
- Perform duties with skill, honesty, care and diligence.
- Abide by policies, procedures and lawful directions that relate to the employment/engagement relationship with 5G Group.
- Avoid the perception that any business transaction may be influenced by offering or accepting gifts.

## COMPLAINTS PROCEDURE

If you consider that an employee or contractor may have breached this Code of Conduct, you should promptly report the matter to the Chief Financial Officer of 5G Group.

If you make a complaint or report a possible breach, you may be asked to put your complaint/report in writing. Where necessary, a formal investigation will be undertaken. All complaints/reports will be kept confidential as far as possible. However, you should be aware that in certain cases 5G Group may have a duty to report the matter to others.

Further, the alleged offender may need to be informed of the details of the complaint/report in order to be able to respond to the allegations.

## BREACH OF THIS POLICY

5G Group's employees and contractors are required to comply with this Code of Conduct at all times. If an employee breaches this Policy, he or she may be subject to disciplinary action. In serious cases this may include termination of employment. Contractors who are found to have breached this Policy may have their contracts with 5G Group terminated or not renewed.

## FURTHER INFORMATION

If you require any further information relating to this Policy, please contact the Chief Financial Officer of 5G Group.