

## Business Conduct & Ethics

Telco Antennas is committed to principles of business ethics and lawful conduct. It is Telco Antennas policy to conduct itself ethically and lawfully in all matters and to maintain Telco Antennas high standards of business integrity.

Employees must at all times comply with Telco Antennas business conduct and related guidelines. Violation of any Telco Antennas guideline is cause for discipline, including dismissal from the company. Employees should consult their management immediately if they have any question whether their actions could violate a Telco Antennas guideline.

Senior Management is responsible for providing specific instructions regarding business conduct and ethics and, as appropriate, directing periodic reviews, including business conduct guideline programs, to ensure compliance.

See following page for legislative context.

## Legislative Context:

Commonwealth Human Rights and Equal Opportunity Commission Act 1986

Commonwealth Equal Opportunity for Women in the Workplace Act 1999

Commonwealth Gender Equality Act 2012

Commonwealth Disability Discrimination Act 1992

Commonwealth Crimes Act 1914

Commonwealth Fair Work Act 2009

Commonwealth Racial Hatred Act 1995

Commonwealth Copyright Act 1968

Commonwealth Age Discrimination Act 2004

Commonwealth Telecommunications Act 1997

Queensland Work Health and Safety Act 2011

Queensland Electrical Safety Act 2002

Queensland Radiation Safety Act 1999

Queensland Sale of Goods Act 1896

Queensland Sale of Goods (Vienna Convention) Act 1986

Queensland Duties Act 2001

Telco Antennas Pty Ltd.