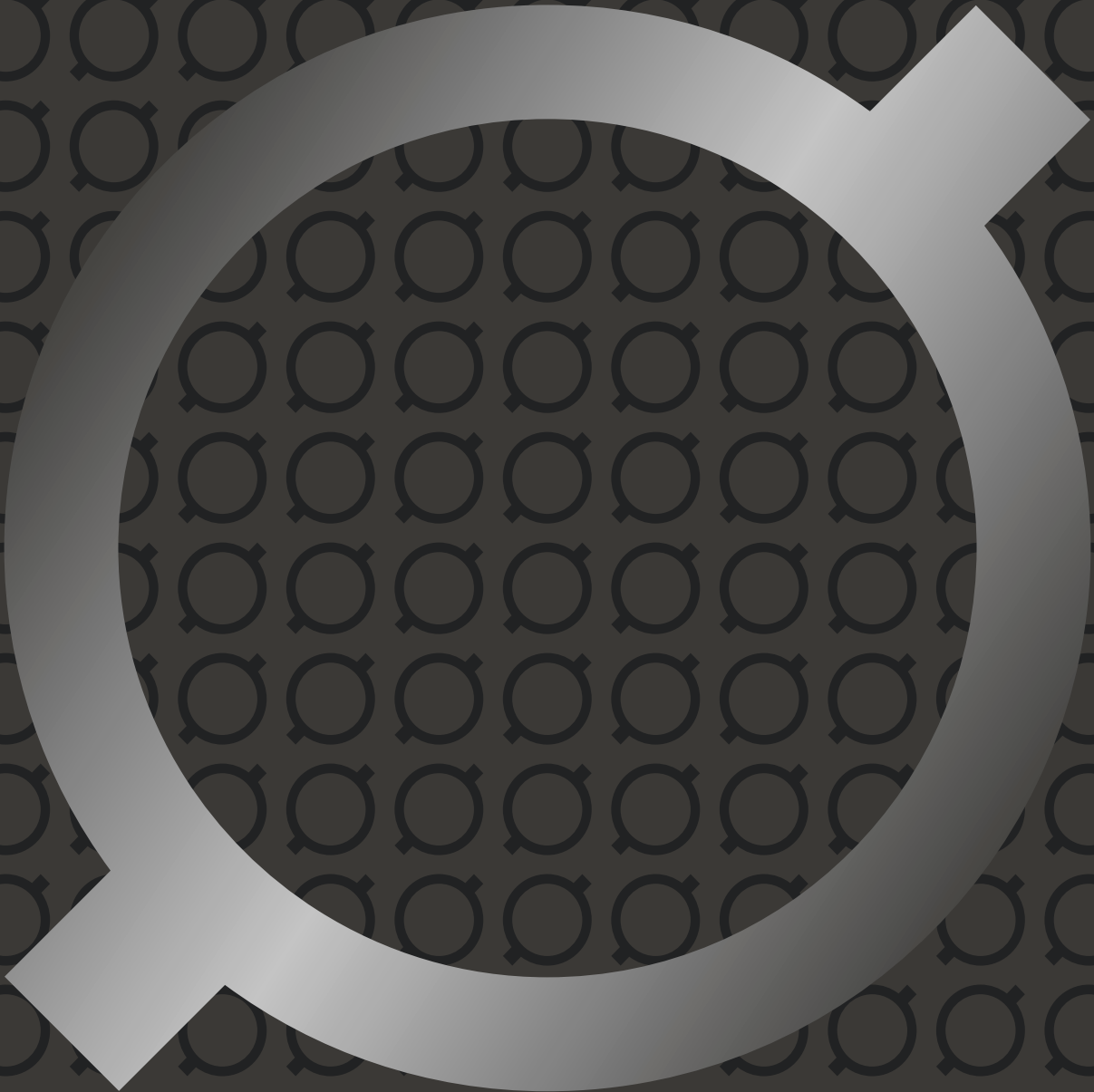




**Global
Group**

-  Global Pumps
-  Global Water
-  Global Surface Protection

CODE OF ETHICS



PURPOSE OF THIS CODE OF ETHICS

The purpose of this Code of Ethics is to facilitate the mutual growth and continued success of the relationship between Global Group and our customers and other stakeholders to ensure that together we uphold the highest ethical standards of behaviour, constantly challenging the status quo to ensure the best outcome for all.

Global Group recognises the importance of the local laws and customs that may apply in each country we do business with. This includes respecting the significance of the Universal Declaration of Human Rights of the United Nations and the Declaration of Fundamental Principles and Rights at Work of the International Labour Organization (ILO).

APPLICATION OF CODE OF ETHICS

The Global Group Code of Ethics applies to all personnel within the business including staff through to upper-level management and Directors. We expect our stakeholders to share our same values to reject corruption and raise any ethical concerns in their dealings with us.

This Code was developed in the interests of all our stakeholders, which includes suppliers, customers, wider community, government agencies, contractors, investors, distributors, and our staff.



Kevin Seeley
Group MD



Jerry Seeley
General Manager

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BUSINESS OPERATIONS

We believe in promoting a free and competitive environment in our dealings with all stakeholders, considering all proposals on a merit basis. The products and services we provide are manufactured to agreed specifications with quality and safety at the forefront of mind. We strive to balance innovation with environmental responsibility in our product offerings without compromising ethical and socially responsible conduct. As an Australian company, we also consider any benefit to the local economy as a cumulative deciding factor in our business decisions.

Stakeholders, including individuals or entities, have an obligation to disclose any legal or ethical issues that may interfere with their willingness to do business with Global Group.

Clients must communicate with Global Group directly on any business or contractual matters between the two parties. Should any clients require direct interaction with third party stakeholders, written permission must be obtained from Global Group.

CONFIDENTIALITY AND INTELLECTUAL PROPERTY

Global Group takes seriously the confidentiality of information provided to the company in all its dealings. Every person who is entrusted with confidential information has a duty to restrict this information from others, both internally and externally. Information must only be divulged if necessary to complete business transactions between Global Group and relevant third parties.

Confidential Information may relate to products, customer agreements and other personal information, and any other commercially valuable information. Confidential Information excludes information available in the public domain or required to be disclosed by law. Global Group regularly implements enhanced security measures such as MFA to protect our digital files, and staff are trained in cyber security. Physical documents are kept in a secure location.

The use of confidential information for personal gain is strictly prohibited. Should any potential conflicts of interest arise whereby personal relationships could compromise professional relationships, this should be reported to Global Group's management, so that any relevant concerns (e.g. bias, nepotism, confidentiality) can be addressed.

GIFTS AND GRATITUDE

In general, gifts (including travel and entertainment) should not be offered or accepted in return for any benefit or favour e.g. influencing an outcome of a tender, granting any preferential pricing advantage, or any commitment of a financial obligation.

Global Group employees and managers may accept payment for business travel only if made for legitimate and unconditional visits to client sites and/or participation in technical events, subject to approval by the Directors.

CONFLICT OF INTERESTS

Commercial contracts with Global Group must adhere to defined standards of ethical conduct in relation to conflicts of interests. Any perceived conflicts of interest or relationships that may influence a business exercise must be disclosed prior to engaging in any contractual agreement.

All stakeholders are required to avoid participating in any decisions and activities which may conflict with the duties and responsibilities of their respective contracts with, or other business relationship with Global Group unless full disclosure is made.

Our employees can be engaged in other employment (including Directorships) outside of Global Group only if the work does not interfere with their current employment with the company, does not cause any real or perceived conflicts of interest, and does not reflect unfavourably on Global Group.

CORRUPTION AND BRIBERY

A bribe is defined as a gift or offer made with the intention of influencing a person to engage in an act or omission. Global Group will exercise disciplinary action upon any employees who are found to have proposed or accepted a bribe, including possible dismissal.

Collusion or deceitful conduct of any nature is forbidden, including but not limited to any dishonest or misleading actions taken to gain benefit or avoid liability. In circumstances where there is no relevant legislation, behavioural consequences will be applied by Global Group.

This same standard of conduct is expected to be upheld by all our stakeholders. There must not be any involvement in financing or otherwise supporting illegal activity, fraudulently obtaining undue advantages by any means, or the use of other persons or entities to conceal the true identity of an acting party.

SECURITY OF COMPANY ASSETS AND VISITS TO PREMISES

Global Group is committed to providing a safe and secure environment for our staff, suppliers, customers, and any other members of the community who may visit any of our premises, including any worksites. We expect visitors to our premises to conduct themselves in a safe and professional manner and comply with all reasonable directions. All persons, whether acting as individuals or on behalf of a company or organisation, are required to secure their belongings appropriately and refrain from removing any property that does not belong to them.

Visitors will be familiarised with the emergency and evacuation procedures relevant to the site they are visiting.

Any photographs or recordings (visual or audio) taken on Global Group's sites, and/or containing imagery or audio representation of any employees, products or other property must be pre-authorised in writing.

MODERN SLAVERY

Global Group will not engage in or tolerate modern slavery in any form. We engage only with reputable local and overseas suppliers who we insist will abide by all applicable legislation and do not violate any business or labour laws. Any suspected breaches of human rights by suppliers including child or slave labour practices will be duly investigated.

Owing to our strict adherence to workplace legislation and best practices in recruitment and employment, Global Group can ensure the absence of modern slavery within our company. We are committed to the eradication of all types of modern slavery including forced labour, child labour, and human trafficking.

We are compliant with all Australian workplace legislation. Accordingly we expect all persons and entities we do business with to also remunerate their staff fairly and in line with the legislative requirements of their applicable region. Any classifications under the International Labour Organization (ILO) should be respected, including the provision of leave, adequate work breaks, and promoting a safe working environment by showing staff dignity and respect.

COMMUNITY AND LOCAL ENGAGEMENT

All suppliers are considered on a merit basis, with our primary focus being on innovation and selecting suppliers who are market leaders in their field. However, where the products meet agreed specifications, we would support local business and industry through priority consideration of South Australian and Australian suppliers.

Global Group is also committed to supporting and giving back to the community. Charitable contributions to organisations such as the Rapid Relief Team are periodically made to assist people in need both locally and internationally, as well as actively supporting mental health awareness campaigns. Management and staff are encouraged to do voluntary charitable work from time to time, both during and outside of working hours.

ANTI-HARASSMENT AND EQUAL OPPORTUNITY

Global Group is committed to providing a respectful work environment free from prejudice and harassment. Hiring decisions will be made solely based on merit, and discriminatory treatment will not be tolerated.

We expect our staff to behave ethically at all times, maintaining civility and respect toward co-workers, suppliers and clients. Appropriate and professional conduct toward others is expected both inside and outside working hours. Any instances of harassment will be addressed, and serious misconduct will result in proportionate consequences.

Our stakeholders must also respect diversity and inclusivity, rejecting any instances of discrimination, prejudice or favouritism toward others.

ENVIRONMENT AND SUSTAINABILITY

Global Group's Environmental and Sustainability Policies highlight our pledge to sustainable and sound environmental practices. We are constantly aware and consistent in our undertaking of environmental hazard mitigation processes that comply with federal and local environmental Agency requirements. Examples of this include correct chemical storage and spill control, designated wash bay with a solids settling pit to protect the local sewerage system, approved waste disposal for all types of liquids and solids, correct recycling practices and the installation and use of a stormwater treatment system.

Our core focus is on supplying world-class, energy efficient, durable technology that increases reliability and reduces environmental impacts. This focus on sustainability is highlighted across our range of eco-treatment products and pump stations that safely treat and transfer water and wastewater. In the industrial and mining space, we sell products to minimise environmental spills and chemical leakage, significantly reducing dependence on resources such as water used in traditional cooling and flushing methods.

ENFORCEABILITY

In addition to relevant legal ramifications for misconduct, we uphold ethical behaviour through the following habits and reporting processes:

All employees: By embracing and living by our core values, we hold ourselves and each other accountable to ethical standards of behaviour. We set positive examples and are not afraid to challenge behaviour if we observe a potential misalignment with our values.

Employers and managers: We lead by example. We care about the physical and psychological wellbeing of our staff and provide ample opportunities for addressing any concerns.

RISK MANAGEMENT

Stakeholders are responsible for implementing processes and procedures to identify and manage risks in all facets pertaining to this Code of Conduct and in accordance with the relevant legislative requirements.

CODE OF ETHICS ADMINISTRATION AND REPORTING GUIDELINES

The Directors of Global Group take seriously the responsibility of managing this Code of Ethics. Global Group expects all stakeholders (including employees, management, suppliers, and clients) to abide by this code at all times. Any suspected breach of the code will be assessed on an evidentiary basis and may be subject to business restrictions or disciplinary action.

Global Group reserves the right to verify at any time whether any stakeholders are meeting the ethical standards set forth in this code.

SUSPECTED CODE VIOLATIONS

Provided you act in good faith, there will be no adverse consequences for reporting a suspected breach of this Code of Ethics.

Any concerns can be reported [here](#) or via the QR code:



UNCERTAINTY

- have you identified any moral and/or legal concerns?
- is there a question of impartiality and/or honesty?
- is there deceptive behaviour displayed in these actions?
- are there potential legal or ethical repercussions for this behaviour in the future?
- would I expect this behaviour to be reported by others?

We appreciate and trust you to be assertive by choosing the best course of action, recognising the importance of our reporting system should you encounter any violation of our Code of Ethics.

