# CODE OF CONDUCT AND CONFIDENTIALITY POLICY

The FSC Civils Code of Conduct is an outline of guiding principles for employees and contractors to ensure compliances with all legal and ethical standards in work related matters.

The code lists the standards of behaviour for employees and contractors in the performance of their duties. Listed below are the following principles that embody the Code of Conduct:

- While performing your work duties act with professionalism and have moral integrity in the proper use of FSC Civils funds, equipment facilities, information and data.
- In the course of carrying out your work duties we would like you to exercise fairness, proper courtesy, equity and sensitivity in all your dealings.
- To avoid conflicts of interest, apparent or perceived.
- Do not share company data, pricing, information, forms or process with third parties, other employees, subcontractors and personnel external to the company.
- All items and issues within FSC Civils are confidential and private.

Employees and Contractors need to have the understanding that the Code of Conduct entwines with the Policies and Procedures that FSC Civils have in place and

Employees and Contractors are required to:

- Perform their duties with skill, safety for self and others and honesty.
- Abide by FSC Civil's policies and procedures.
- Not bully, harass or intimidate other employees or any representing companies
- Keep accurate records, documents and any other records that are compliant and for other valid reasons.
- When acting in the course of FSC Civils employment, comply with all applicable Work Health and Safety Laws.
- Respect the confidentiality of information which comes to them in the course of their duties
- Accept only such work as they believe they are competent to perform

Consequences Of Breaching the Code

The range of consequences that may occur for breaches of this Code will depend on the nature and seriousness of the breach. A breach of the Code may result in Improvement or Disciplinary Action. To determine such a decision the Just Culture Decision Tree applied.

Signature:
Sean Breen
CEO
12/02/2026

Signature:
Mairead Breen
Executive General Manager
12/02/2026