

Code of Conduct

1. INTRODUCTION

The Board and Executive are committed to promoting the highest standards of corporate responsibility and sustainable business practices.

EOS expects that its employees will always display the highest standards of professional and personal conduct in serving the needs of customers, suppliers, shareholders, the wider community and each other.

2. SCOPE

EOS is committed to ensuring employees are behaving in a responsible, ethical, and trustworthy manner. The Code applies to all employees of EOS and must be complied with.

3. OBLIGATIONS

All employees have an obligation and duty of care to:

- Act with honesty, integrity and due skill, care, diligence and in good faith.
- Perform duties in a responsible and professional manner, with regard for company policies, legal requirements and obligations.
- Exercise responsible stewardship of company resources.
- Promote and protect EOS's reputation in the wider community.
- Act appropriately when a conflict arises between self-interest and duty to the company.

4. PERSONAL CONDUCT

We will at all times:

- Treat everyone with courtesy, respect, kindness and consideration.
- Refrain from all forms of bullying, discrimination, harassment and victimisation.
- Always act honestly, in good faith, and respectful of the trust placed in us.
- Respect each individual's rights to privacy and keep personal information in confidence.
- Consider the impact of our decisions and behaviour on the well-being of others.
- Refrain from allowing personal relationships to affect professional relationships.
- Seek advice from an appropriate manager where a colleague's behaviour is perceived to be in breach of the Code, and report any suspected corrupt, criminal or unethical conduct to a senior manager or the CEO.

5. PROFESSIONAL CONDUCT

We will at all times:

- Perform our duties diligently, impartially, conscientiously, with integrity, and to the best of our ability.
- Take responsibility for the health and safety of ourselves and others when carrying out our duties.
- Strive to always achieve the highest product, service and professional standards.
- Keep up to date with advances and changes in the body of knowledge and the professional and ethical standards relevant to our area of expertise.
- Comply with all relevant legislative, industrial or administrative requirements.
- Acknowledge the contribution of all co-workers and respect each other's professional capability.
- Maintain appropriate documentation to support any decisions made.
- Do not take advantage of any official information gained in the course of our employment.
- Refrain from allowing personal political views and/or affiliations or other personal interests from influencing the performance of our duties or exercising our responsibilities.