

Summary of Codes and Policies

Lindsay Australia Limited ACN 061 642 733



Lindsay Australia Limited has policies, codes, manuals and procedures in place to promote integrity, honesty, ethical and responsible decision making and Workplace Health and Safety. These codes and policies include:

1. Code of Conduct

The code of conduct outlines standards of behaviour to ensure employees act in a safe, professional and responsible manner. Specifically the code prescribes that employees:

- Promote a safe and healthy workplace;
- Maintain confidentiality of proprietary information;
- Act with honesty and integrity;
- Act in a professional and courteous manner; and
- Disclose and take reasonable steps to avoid any conflict of interest.

The code outlines behaviour considered unacceptable by the company.

2. Equal Opportunity and Affirmative Action Policy

This policy outlines the company's equal opportunities principles of equity and fairness and anti-discrimination. The company promotes equal opportunity and rejects discrimination. The policy outlines the type of discrimination, reporting of discrimination, the company's obligations and responsibilities.

3. Employee Workplace and Safety Handbook

The Handbook supplements the Workplace Health and Safety Policy and provides employees with information on a range of relevant topics. The Handbook includes the core requirements of the Code of Conduct and equal opportunity within the company. The Handbook provides information on the following:

- Occupational Health & Safety;
- Drug, Alcohol and smoking;
- Manual Handling;
- Personal Protective Equipment;
- Hazardous Substances, Plant and Equipment, Noise and dust;
- Incident and Hazard Reporting;
- Quality and Compliance;
- Environment;
- Risk Management;
- Human Resources;
- Employee entitlements, conduct and performance;
- Injury Management, First Aid and Reporting; and
- Company Property.

4. Inducements and Gratuities Policy

This policy outlines the company's approach to managing gifts or other inducements.