



Integrity Policy

This is a high-level summary for all staff. Full details are set out in the Integrity Policy.

Our Commitment

LSH Group Australia is committed to conducting business with honesty, integrity and professionalism. All Employees are expected to act ethically, comply with the law, and uphold the Company's values in every interaction. This Policy applies to all Employees and Directors across the Group.

Your Responsibilities

You must:

- Act honestly, ethically and with integrity
- Comply with all Company policies and applicable laws
- Treat colleagues, customers and stakeholders with respect
- Act in the best interests of the Company at all times

Working Lawfully and Ethically

You are required to comply with all relevant laws, including those relating to:

- Employment and workplace rights
- Competition and consumer protection
- Anti-bribery and corruption
- Privacy and data protection
- Work health and safety

Fair Business Practices

Employees must:

- Act in good faith in all dealings
- Avoid misleading or deceptive conduct
- Maintain honest and transparent relationships

Anti-competitive behaviour (e.g. price fixing or sharing sensitive information with competitors) is strictly prohibited.

Bribery and Corruption

The Company has zero tolerance for bribery.

You must not:

- Offer, give or accept bribes or improper benefits
- Attempt to improperly influence any decision

This applies to dealings with both government and private organisations.

Gifts and Entertainment

Gifts must be:

- Reasonable
- Infrequent
- Transparent

You must not:

- Accept cash or cash-equivalent gifts
- Accept or offer anything that could influence a business decision

Customers and Stakeholders

You must:

- Act honestly and professionally
- Not misrepresent products or services
- Avoid unfair or deceptive practices

Company Property & Information

You must:

- Use Company assets responsibly
- Protect confidential information
- Use systems and technology for legitimate business purposes

Workplace Behaviour

The Company is committed to a workplace that is:

- Respectful and inclusive



- Free from bullying, harassment and discrimination

All Employees are expected to contribute to a positive and safe work environment.

Health, Safety & Wellbeing

We are committed to a psychologically safe workplace.

Employees must:

- Take reasonable care for their own health and safety
- Report hazards, including psychosocial risks (e.g. stress, bullying, excessive workload)

You will not be disadvantaged for raising concerns in good faith.

Speak Up

If something doesn't feel right, report it.

You can raise concerns through:

- Your Manager
- HR
- Compliance or Whistleblower channels

You are protected from victimisation when reporting in good faith.

Breaches

Failure to comply with this Policy may result in:

- Disciplinary action (including termination)
 - Potential legal consequences
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Acknowledgement

I acknowledge that:

- I have read and understood the Integrity Policy – One Page Summary;
- I understand this summary does not replace the full **Integrity Policy**;
- I understand that I am required to comply with its principles and guidelines;
- I understand that breaches may result in disciplinary action, up to and including termination.

I further acknowledge that this summary should be read in conjunction with the full **Integrity Policy** which is available on the intranet.