



OUR CODE OF ETHICS

Wildara's Code of Ethics defines the values and principles that shape the way we conduct ourselves and the decisions we make as individuals and as a company on a daily basis.

Guidelines on Professional Conduct

The Guidelines on Professional Conduct provide a framework for Wildara Australia Pty Limited (Wildara) employees, contractors and suppliers to use when representing the company and exercising their judgement in the practice of our work.

The Guidelines provide details of what is expected from each of us to maintain Wildara's high standards in relation to both the internal conduct of our business and our engagement with our clients, suppliers and the public.

Our core corporate values of excellence, integrity, reliability, loyalty and trust, in line with the Guidelines on Professional Conduct will guide all employees, contractors and suppliers as we go about our day to day business.

The Guidelines are not intended to be, nor should they be interpreted as, a full or exhaustive list of the situations and circumstances which may comprise compliance and non-compliance with the Wildara Code of Ethics. If called upon to do so, employees, contractors and suppliers are expected to justify any departure from both the provisions and spirit of the Code.

Ethical practice within this organisation requires judgement, interpretation and balanced decision making in context. Wildara recognises that, while our ethical values and principles are enduring, standards of acceptable conduct are not permanently fixed. Community standards and the requirements and aspirations of project management practice will develop and change over time. Within limits, what constitutes acceptable conduct may also depend on the nature of each individual circumstance.

Our corporate values are:

RELIABILITY
EXCELLENCE
INTEGRITY TRUST
LOYALTY



1. ACT WITH INTEGRITY

- a) be discerning and do what you think is right
- b) act in a way that is impartial and objective
- c) conduct yourself in an appropriate and professional manner in instances where you perceive something to be wrong
- d) give due weight to all legal, contractual and employment obligations
- e) accept, as well as give, honest and fair criticism
- f) be prepared to explain your work and reasoning
- g) treat others with courtesy and without discrimination or harassment.

2. OPERATE WITH EXCELLENCE

- a) challenge and improve our organisation by constantly pursuing more efficient and effective ways of delivering projects
- b) operate a lean and transparent business delivery model providing Value for Money to our clients
- c) provide accurate information and innovative concepts for our clients
- d) understand the fundamental purpose of our clients' projects and act always with the purpose in the forefront.

3. EXERCISE LOYALTY AND TRUST

- a) in managing perceived conflicts of interest, ensure that those conflicts are disclosed to relevant parties

- b) do not engage in fraudulent, corrupt, or criminal conduct
- c) respect confidentiality obligations, express or implied.

4. DEMONSTRATE RELIABILITY AND COMPETANCE

- a) continue to develop relevant knowledge and expertise
- b) act in a careful and diligent manner
- c) maintain and execute Wildara's comprehensive and effective project delivery systems
- d) provide clear and timely communications on issues such as services, costs, outcomes and risks.

5. PROMOTE SUSTAINABILITY

- a) understand the impact that large-scale infrastructure projects can have on people and our natural environment
- b) strive to minimise the negative societal and ecological impacts of every project we work on
- c) promote the involvement of all stakeholders in decisions and processes that may impact upon them and the environment.

Wildara Code of Ethics

As employees, contractors and suppliers of Wildara, we use our knowledge and skills to deliver industry-leading advice and consultant services, delivering exceptional and efficient results for our government and private clients. In doing so, we strive to contribute to strong communities and vibrant town centres and create innovative solutions for a sustainable future.

Our Code of Ethics defines the values and principles that shape the way we conduct ourselves and the decisions we make as individuals and as a company on a daily basis. Our code provides a consistent statement of our business practices and our workplace conduct, establishing Wildara's expectations in all situations where representing the company.

Our code is a living document that we endeavour to continually develop and improve in line with our own company development and improvement.

1. ACT WITH INTEGRITY

- a) show respect and dignity to all persons
- b) do what we say and say what we do
- c) operate in line with our company values without view of personal or corporate gain.

2. OPERATE WITH EXCELLENCE

- a) deliver excellence in project management and engineering
- b) strive to advance our communities and the built environment
- c) offer our clients the latest in project management and construction industry design and delivery technology.

3. EXERCISE LOYALTY AND TRUST

- a) relentlessly look out for the interests of our people, clients and markets
- b) build enduring relationships with our clients by developing and improving their capabilities

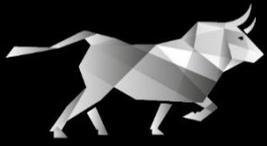
- c) remain true to Wildara's values, mission and vision.

4. DEMONSTRATE RELIABILITY AND COMPETANCE

- a) maintain and develop knowledge and skills
- b) act on the basis of adequate knowledge
- c) deliver on every promise
- d) demonstrate consistent and predictable behaviour.

5. PROMOTE SUSTAINABILITY

- a) engage responsibly with the community and other stakeholders
- b) encourage health, safety and wellbeing in the workplace, the community and the environment
- c) consider the needs of the future when addressing current needs.



WILDARA™

