



CODE OF ETHICS POLICY

Ethical conduct relates to standards of behaviour characterised not only by compliance with laws but conducting all affairs of the company honestly and fairly.

Accordingly, RC Construction is committed to having all of its business performed to the highest standards of ethical behaviour, integrity, honesty and fairness. RC Construction management must proactively promote this policy by personal example, and actively communicate it to all employees and stakeholders.

All RC Construction employees shall:

- Comply with the RC Construction code of ethics, policies, procedures and standards.
- Act honestly, with integrity and strive to earn and maintain the respect and trust of co-employees, customers and the wider community.
- Comply with the letter and the spirit of laws affecting RC Construction's business.
- Work safely embracing the "Duty of Care" requirements.
- Respect gender and cultural diversity.
- Respect the environment.
- Avoid situations of potential conflict of personal interests with those of RC Construction.

A handwritten signature in black ink that reads 'Thomas Hutcheson'.

Tom Hutcheson

Director

12/11/2024

RCC-POL-05-Code of Ethics Policy