

ETHICS POLICY

The Nuffield Group of companies ("Nuffield") provides services to a range of industries in Australia and overseas. Nuffield's aim is to be the company of choice for customers, partners and employees. Nuffield considers that in meeting this aim it is essential to foster and maintain a reputation for honesty, integrity and trust in its dealings with its employees, contractors, partners and with client companies.

Ethical behaviour relates to standards of conduct, characterised not only by complying with laws and regulations, but also by qualities of truthfulness, openness and freedom from deception and fraud.

The purpose of this policy is to state Nuffield's expectations of and commitment to the highest standards of ethical behaviour. All employees, contractors and partners should be aware that adherence to these standards is essential in their activities and relationships with each other and with partners, customers and the wider community.

This policy applies to all employees and contractors engaged in Nuffield business and partner businesses who are members of The Hub.

It is the responsibility of all employees, contractors and partners to read, understand, and comply with the requirements of this policy and the related Code of Ethics. The Code of Ethics includes the reporting to the HR and Finance Manager of any instance where it is believed that the policy is not being followed.

It is the responsibility of the HR and Finance Manager to ensure that all employees, contractors and partners are made aware of this policy.

Signed

Jayston D Small

Managing Director