



Energy Technologies Limited

Employees' Code of Conduct

Energy Technologies Limited strives to promote ethical and professional behaviour of the highest order and expects the support of all associated with the company. We believe that proper accountability and appropriate standards of individual behaviour are capable of being met and we are strongly committed to the principles set out in this code.

All employees are accountable for their own business conduct and also for staff reporting to them. Managers and Supervisors must take all reasonable steps to understand and follow the principles in this code. The code should be read in conjunction with all other policies of the Company.

1. Health and Safety

The company is committed to creating a working environment for its employees and visitors that is free from injury and environmental incident. The company expects that all employees will support this aim by taking responsibility for themselves and all other individuals at their workplace.

2. Personal Responsibility

At all times we should all act fairly, honestly and in a trustworthy way when dealing with customers, suppliers, authorities, competitors and other employees. We must not knowingly do anything that is illegal, unethical or discredits the company.

3. Conflict of Interest

A conflict of interest exists where loyalties are divided. It is expected that all employees will conduct themselves in an open and transparent manner and not allow personal interests to conflict with the interests of the company.

If any employee thinks that he or she has a possible conflict of interest in relation to their employment, this should be discussed with their Manager.

4. Harassment

Harassment is any behaviour which is unwanted, unwelcome or offensive and which makes any individual feel humiliated, intimidated or offended. The company is committed to providing a working environment which is safe and secure in all respects. The company will not tolerate harassment of any kind whether racial, sexual, political or physical however it may be expressed.

5. Equal Opportunity

EGY is an equal opportunity employer and will not tolerate unlawful discrimination of any kind. Individuals must and will be judged only on their contribution to the company's interests in the role in which they are employed or are seeking to fill.

6. Business Records and Disclosure

Business records may only be destroyed with authorization and in accordance with approved company policies and rules.

Confidential information relating to the company or third parties must not be revealed to others and communication with the media regarding the company may only be done by the Managing Director or individuals authorized on a case by case basis.

7. Gifts, Benefits and Hospitality

Nobody should accept any gift, loan, unusual or expensive hospitality or other benefit of significant value. Gifts of significant value can cause pressure on employee judgment and create a conflict of interest.

Hospitality in the form of entertainment in the interests of normal business practice is acceptable provided that it is not unusual or extravagant. It is important not to give any impression that there may be a connection between the hospitality and business opportunities.

Unsolicited promotional material of little or nominal value, such as pens, pencils, key rings, diaries etc., are not considered significant for the purposes of this code.

8. Corporate Funds and Property

Employees must not use company funds, property, resources or equipment for their own benefit. Company property includes material or information produced while the employee is at work or otherwise acting on the company's behalf. The company owns electronic data created using company resources and time.

The company views the unauthorized sale, use or disposal of company property as serious misconduct.

9. Email and Internet Usage

The use of electronic mail and internet system is for the conduct of the company's business and may be monitored and recorded for network management reasons. Reasonable private use specifically excludes on line share trading and is restricted to email which must not include defamatory or objectionable material and may not be used to harass, victimize or intimidate any other person.

10. Drugs and Alcohol

Employees must not be impaired by drugs or alcohol while at work, in control of company equipment or conducting company business. The possession, transfer or transport of illegal drugs on company premises is not acceptable or permitted.

If prescription drugs are likely to affect safety or performance, advice from your manager should be sought.

11. The Law

The company intends to act within the spirit and the letter of all relevant laws, regulations and standards in whatever country it does business. These laws will include employment, environment and fair trading such as the Trade Practices Act in Australia.

All employees must make themselves familiar with the laws pertaining to their activities and when in doubt, immediately seek advice and direction from their Manager.

Nobody can be directed to carry out an illegal act and no one can justify an illegal act by claiming to be acting under the order of a Manager or to be simply complying with a policy.

12. Insider Trading

It is a serious criminal offence for any person to buy or sell EGY shares on the basis of inside information about the company. Inside information is such that would affect the value of EGY shares if it were publicly known. The rules about insider trading also apply to your associates such as family members so if you are uncertain whether you may trade in company shares you should seek advice from the Company Secretary.

13. Leaving the Company

On leaving or retiring from the company, each employee must hand over to his or her Manager any company assets and items containing business information. Even after leaving the company, each of us has a continuing obligation to maintain the confidentiality of information which includes intellectual property that may have been created whilst working with the company.

14. Breaches of this Code

The company expects this code to be used in the course of daily business and breaches will result in disciplinary action which may include dismissal for serious misconduct. However, no action will be taken without proper investigation including an opportunity for the employee to explain the reason for the breach.



15. Reporting Breaches

The company encourages all employees to report breaches of this code provided such reports are not made maliciously or mischievously. Reports made in good faith will be properly investigated and acted upon and no disadvantage will apply to the individual making the report.

The appropriate way to report a breach of the Code is either to inform your Manager or the Company Secretary.