

Board of Directors – Code of Conduct

Purpose of this document

This document outlines the Code of Conduct that Directors of HATS Consulting Pty. Ltd. (HATS) are expected to comply with while carrying out business related to HATS and while dealing with other Directors, employees, sub-contractors, consultants, clients and stakeholders.

This document applies to all Directors of HATS.

Directors Code of Conduct

Directors of HATS are expected to:

- Be familiar with this Code and its requirements and expectations
- Promote HATS' values of **integrity, honesty** and **delivery on our commitments**
- Promote and ensure compliance with governmental laws, rules and regulations as they apply to HATS
- Disclose information including financial statements, and other financial information, in accordance with governmental laws and requirements for financial reporting
- Represent and conduct HATS' affairs fairly, honestly and ethically, including when interacting with other HATS' Directors, employees, sub-contractors, consultants, clients, stakeholders and competitors
- Declare Conflicts of Interests which may interfere, or even appear to interfere, with the interests of HATS as a whole
- Promote and enforce protection and proper use of HATS' assets, information and intellectual property. This extends to clients' information and intellectual property
- Maintain confidentiality of information entrusted to them by HATS, its customers, suppliers and partners, except when disclosure is expressly authorised or legally required
- Report and investigate violations of this Code and other HATS' policies

DIRECTORS SIGNATURES


Ryan Singh


Jiri Herza

7 May 2020

James Thorp