

# AMA GROUP

## Code of Conduct

### 1. Scope

The AMA Group Code of Conduct applies to all team members (full-time, part-time, and casual employees), contractors, directors of AMA Group Ltd and all associated entities or members of the AMA Group Ltd companies (collectively referred to as AMA Group or the Company).

### 2. Purpose

The AMA Group Code of Conduct outlines the standards of behaviour expected from all individuals representing AMA Group. It ensures our decisions and actions align with the company's values and maintains trust with our people, customers, partners, and communities.

### 3. Our Value – Together We Do it Right

At AMA Group, we live by our value 'Together We Do It Right'. This means we:

- Act with integrity in all situations.
- Work safely and support each other.
- Take responsibility and follow through.
- Speak up and challenge when something's not right.
- Collaborate to deliver quality and positive outcomes.

### 4. Working Together the Right Way

#### 4.1. Acting with Integrity

- Always comply with laws, regulations, and internal policies.
- Be truthful and transparent in decisions and communications.
- Be timely and accurate in external and internal reporting, ensuring all reporting and disclosure obligations are met – this includes our Continuous Disclosure obligations to the Australian Securities Exchange
- Avoid conflicts of interest and disclose them immediately.

#### 4.2. Working Safely and Respectfully

- Foster a safe, healthy, and inclusive workplace.
- Treat all people with respect, dignity, and fairness.
- Protect the environment and act sustainably.

#### 4.3. Speaking Up and Doing What's Right

- Report unsafe, unethical, or unfair conduct.
- Support others who raise concerns.
- Ask questions when unsure.

#### 4.4. Striving for Quality

- Commit to excellence in safety, service, and teamwork.
- Communicate clearly and collaborate to achieve the best outcomes.
- Continuously improve how we work.

#### 4.5. Being Accountable

- Take ownership of your actions and decisions.
- Use AMA Group resources responsibly and professionally.
- Report issues or breaches promptly.

#### 4.6. Managing Conflicts of Interest

- Do not allow personal interests to interfere with your responsibilities.
- Disclose any situation that may influence your objectivity.
- Avoid using company resources or information for personal gain.
- Seek guidance from your manager or People & Culture if unsure.

#### 4.7. Digital Conduct and Social Media

- Use technology, email, and online platforms appropriately.
- Protect confidential and personal information.
- Do not post content that could harm AMA Group's reputation or violate privacy.

### 5. Responsibilities

All team members must:

- Understand and follow this Code.
- Complete any required training or declarations.
- Report concerns and cooperate in investigations.

In addition, Managers and Leaders must:

- Lead by example.
- Create a culture of accountability and respect.
- Respond fairly and consistently to issues raised.

### 6. Speaking Up and Reporting Concerns

We encourage you to speak up when something doesn't seem right. You can report concerns to:

- Your direct manager or another leader
- The People & Culture team
- The Whistleblower Hotline – PKF
  - Via the confidential hotline: 1800 325 143
  - Online at <https://www.pkftalkintegrity.com/?amag>

- Via email at [amagrouphotline@pkf.com.au](mailto:amagrouphotline@pkf.com.au)

All reports are treated seriously and confidentially.

### 7. Breaches and Consequences

Any breach of this Code of Conduct may result in disciplinary action, including termination of employment. Team members are encouraged to speak with their manager or People Partner for guidance or to raise any concerns.

### 8. Related Policies and Documents

Code of Conduct – Our roadmap for doing the right thing

All AMA Group policies, including but not limited to:

- Anti-Bribery and Corruption Policy
- Code of Conduct and Business Ethics for Suppliers
- Conflicts of Interest and Related Party Transaction Policy
- Continuous Disclosure Policy
- Complaints and Grievance Policy
- Diversity Policy
- Drug and Alcohol Policy
- Environmental and Sustainability Policy
- Gifts and Entertainment Policy
- Health and Safety Policy
- IT Acceptable Use Policy
- IT Security Policies
- Privacy Policy
- Respect@Work Policy
- Securities Trading Policy
- Whistleblower Policy

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