

ANTI-BRIBERY AND CORRUPTION POLICY

Service Stream is committed to minimising the risk of fraud and corruption through responsible corporate governance, ensuring that it has appropriate internal controls in place to promote compliance with anti-bribery and corruption laws in Australia where it conducts business. The Service Stream Board of Directors have endorsed this Anti-Bribery and Corruption Policy to support the Service Stream Code of Conduct and Corporate Governance Statement.

Service Stream recognises that through their actions subcontractors, suppliers and other third parties can impact the financial performance and reputation of the Company. Service Stream seeks relationships with parties that share the Company's commitment to lawful business practice conducted to a high standard of ethical behaviour and conduct.

Service Stream seeks to create a culture and operating environment whereby our employees and subcontractors do not engage in corrupt business practices. Key operating practices underpinning this objective include:

- Due Diligence is conducted on parties who are doing business with Service Stream and they are reputable, competent and qualified to do the work
- Legal assurance that any proposed arrangement complies with all applicable laws
- There is no unmanaged conflict of interest, actual or perceived, that would make any engagement inappropriate
- The party doing business with Service Stream understands Service Stream's expectations, its Code of Conduct and this policy
- The provision of gifts or benefits to public officials, politicians or political parties, or relatives or associates of public officials, politicians or political parties is prohibited
- The giving, receiving, offering or promising of a bribe, facilitation payment or secret commission are expressly prohibited

This policy extends to all employees, directors and third parties. Training and awareness programs are conducted across the group and all senior managers are committed to supporting this policy.

Any breaches of this Policy will be reported to the Board.

Reporting violations

Where an employee knows or suspects that there have been breaches of this policy, they should raise their concern with their immediate manager/ supervisor at first instance. However, where an employee feels uncomfortable in raising a concern in this manner or is unsatisfied with the response received, the concern can be raised as outlined below.


Inappropriate Conduct can be referred to Service Stream's Whistle-blower hotline using the information detailed below, and strict confidentiality will be maintained:

Phone: 03 9677 8872

Email: whistleblower@servicestream.com.au

Mail: The Whistleblower Protection Office- Service Stream Limited
Level 4, 357 Collins Street
Melbourne VIC 3000

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