

Code of Conduct

1 The Code

The Board of WOTSO Property (ASX:WOT) (**WOTSO**) believes that the integrity and reputation of WOTSO as a good corporate citizen is crucial to the success and standing of WOTSO. The Board is therefore committed to promoting throughout WOTSO the highest standards of legislative compliance and financial and legal behaviour.

Every member of the Board and every employee of WOTSO must:

- (a) act honestly, in good faith and in the best interests of WOTSO;
- (b) use care and diligence in fulfilling the functions of their office/employment and exercising the powers attached to that office/employment;
- (c) use the powers of their office/employment for a proper purpose, in the best interests of WOTSO;
- (d) recognise that the primary responsibility is to WOTSO's securityholders as a whole but should, where appropriate, have regard for the interest of all stakeholders of WOTSO;
- (e) not make improper use of information acquired as a director or employee of WOTSO;
- (f) not accept, or give, gifts or other benefits of significant value or engage in activities that could, or could be perceived, to compromise judgment or objectivity in the performance of duties for WOTSO;
- (g) not disclose, or allow to be disclosed, confidential information received in the course of the exercise of their duties (which remains the property of WOTSO) unless that disclosure has been authorised by WOTSO or is required by law;
- (h) not take improper advantage of the position of director or employee of WOTSO;
- (i) properly manage any conflict with the interests of WOTSO;
- (j) not engage in conduct likely to bring discredit upon WOTSO; and
- (k) comply, at all times, with the spirit, as well as the letter, of the law and with the principles of this Code.

2 Ethical Principles

The Board and employees shall promote the following principles within WOTSO:

- (a) Honesty & Integrity

WOTSO shall operate honestly and with integrity in its dealings with securityholders and other stakeholders of WOTSO, clients and customers,



suppliers, employees and regulatory authorities.

(b) Competition

WOTSO shall compete in the markets in which it operates aggressively but fairly and lawfully.

(c) Privacy

WOTSO is committed to safeguarding the privacy of parties it transacts with by ensuring their information is protected in a way that observes WOTSO's corporate values, as well as complying with the requirements of the National Privacy Principles of the *Privacy Act* (Cth) (1988), as amended.

(d) Legislative & Other Obligations

WOTSO will observe the spirit as well as the letter of the laws and codes of conduct etc to which it is subject.

(e) Occupational Health & Safety

WOTSO shall provide:

- (i) a safe and healthy working environment and safe systems of work for all employees, contractors, clients and other visitors to WOTSO's premises; and
- (ii) appropriate financial resources, equipment, personnel and expertise to enable employees and contractors to carry out their work safely

(f) Equal Opportunity

All employees and potential employees shall be provided with fair access to employment-related opportunities. All decisions regarding recruitment, promotion, transfers and development shall be based on merit. No person or group of people will be treated less favourably than another on grounds of race, age, gender, sexual preference, marital status, pregnancy, political opinion, religion, parental status or physical impairment or any other factor not relevant to the work position.

Harassment or discrimination of any kind is not to be tolerated. The best available person will be placed in each vacant position, consistent with legal obligations. The termination of any employee is conducted in a fair, non-discriminatory and dignified manner.

(g) Environment

WOTSO will conduct its business where appropriate so as to promote sustainability and environmental protection and betterment.

(h) Community

WOTSO will, to the extent reasonable, actively participate in the communities in which it operates.



WOTSO maintains a Whistleblower Policy to encourage and facilitate disclosures of any fraud or illegal activity that may occur within WOTSO.

WOTSO will take action to protect people from victimisation and ensure that they are not subjected to intimidation or discrimination in the workplace.

The Compliance Officer has responsibility for monitoring compliance with this Code. As part of the monitoring process, the Compliance Officer will review all relevant registers and policies and procedures to identify any instances of non-compliance.

The Board is committed to ensuring ongoing compliance with this Code. It is incorporated in staff training sessions when they commence and on an ongoing basis.

This Code was adopted by the Board on 12.10.2023.