
Business Ethics Policy

Purpose

Flashbay has developed a core set of values, which we consider fundamental for the success of our organisation. These core values are: performance, innovation, perseverance, integrity and agility which Flashbay considers to be the guiding principles in our business dealings. The purpose of this business ethics policy is to ensure that all employees have a general understanding of Flashbay's minimum standards of operation.

Scope

This policy applies to all employees of Flashbay Ltd, Flashbay Inc, Flashbay Pty Ltd and Flashbay PH and all employees of any subsidiary of the company.

'Flashbay' refers to all global Flashbay entities for the purposes of this document including Flashbay Ltd, Flashbay Inc, Flashbay Pty Ltd and Flashbay PH.

Measures

Flashbay is conducting in sound and fair corporate activities, complying with applicable laws and regulatory provisions. Flashbay expects its employees to compete aggressively but fairly and to sell the products on basis of quality and merit. Flashbay strives to ensure that every person we work with, both inside and outside the company is valued and treated with respect and fairness. We are also committed to encourage socially responsible and respectful behaviour within our supply chain.

Flashbay is committed to these standards and routinely monitors compliance across the organisation, taking necessary action in the unlikely event that those standards are not being met. Employees are encouraged to report breaches of this policy to their Line Manager or HR, who will take further investigations and actions where necessary.

The standards in this policy may be implemented, interpreted, or amended from time to time through written procedures or other compliance guidelines and form the basics of the Employee Handbook and other Codes of Conduct adopted by Flashbay.

Monitoring this policy

It is important to note that the Company may vary or amend this policy from time to time particularly to take account of changes in the law, best practice or business requirements. This document shall be revised by the appropriate person, the HR Manager or nominated deputy. You will be notified of any change