

Standards of conduct

Cytopia requires its directors, employees, consultants and advisers to observe the highest standards of professional conduct and ethical behaviour in all of their activities. By maintaining such standards, directors, employees, consultants and advisers enhance their own standing and increase public confidence in the management and administration of Cytopia and its subsidiaries or investments.

As the conduct of an individual director, employee, consultant or adviser can reflect upon Cytopia's management and upon Cytopia itself, its subsidiaries or its investments, this Code sets out what are deemed to be appropriate standards of professional and ethical conduct.

Responsibilities of individuals

This Code is supported by the board and applies to all Cytopia Group directors, employees, consultants and advisers, and is to be adhered to both in spirit and to the letter, so that their conduct is governed by the highest standards of professionalism and ethical behaviour.

Directors, employees, consultants and advisers shall:

- Exercise complete probity, honesty and diligence in carrying out their duties and responsibilities.
- At all times safeguard the interests of Cytopia, its subsidiaries and its investments.
- Not enter into any agreement or undertake any activity which may be in conflict with the interests of Cytopia, its subsidiaries or its investments or which would prejudice the performance of their professional duties.
- Not use confidential information gained in the performance of their duties for any personal gain nor in a manner which would be detrimental to Cytopia, its subsidiaries or its investments.
- Exercise due care and diligence in performing their duties and ensure the currency of their knowledge, skills and technical competencies.
- Refrain from conduct or action which detracts from the reputation of Cytopia, its subsidiaries or its investments.
- Uphold the objectives of Cytopia, its subsidiaries and its investments and abide by their policies.

Compliance and reporting of non-compliance

The board has established an audit and risk committee. The audit and risk committee is responsible for monitoring and ensuring compliance with this code.

Any employee, consultant or advisor who becomes aware of a possible breach of this code should report this. This may be done to their manager, Cytopia's company secretary, or directly with a member of the audit and risk committee. Such reports will be treated confidentially to the extent possible consistent with the company's obligation to deal with the matter in accordance to applicable laws.

Employees and consultants who breach this Code of Conduct may face disciplinary action, including termination of employment.