
Code of Conduct

Jack-In Group Limited

1 Application

- 1.1 Jack-In Group Limited (formerly known as Oilfield Workforce Group Limited) ARBN 160 966 585 (*Company*) is committed to high standards of corporate governance and professional behaviour. This Code of Conduct (*Code*) outlines those standards that govern the activities of the Company and its subsidiaries (*Group*).
- 1.2 This Code applies to all executive and non-executive directors, officers, employees, consultants, advisers and contractors of the Group (collectively, *Employees*). This Code applies to Employees at any time when business is conducted on and/or away from an Employee's principal place of employment and in all of the Group's workplaces.

2 Reasons for this Code

- 2.1 The Company is committed to delivering strong returns and shareholder value while also promoting shareholder and general market confidence in the Group. The objectives of this Code are to ensure that:
- (a) high standards of corporate and individual behaviour are observed by all Employees in the context of their employment or engagement with the Group;
 - (b) Employees are aware of their responsibilities to the Group under their contract of employment and always act in an ethical and professional manner; and
 - (c) all persons dealing with the Group, whether it be Employees, shareholders, suppliers, customers or competitors, can be guided by the stated values and practices of the Group.
- 2.2 The Company is committed to complying with this Code and expects that all Employees comply fully with it. Employees should at all times comply with both the spirit as well as the letter of all laws which govern the operation of the Group and the principles of this Code. Further, Employees should always use due care and diligence when fulfilling their role or representing the Group and should not engage in any conduct likely to bring discredit upon the Group.

3 Conduct expected of Employees

- 3.1 All Employees should:

Conflicts of interest

- (a) act honestly and in good faith at all times and in a manner which is in the best interests of the Group as a whole;
- (b) conduct their personal activities in a manner that is lawful and avoids conflicts of interest between the Employee's personal interests and those of the Group and its clients. Where there is a potential conflict, the Employee should report that conflict to the Company Secretary;

Corporate opportunities

- (c) not take advantage of property, information or position, or opportunities arising from these, for personal gain or to compete with the Group;

Confidentiality

- (d) restrict the use of non-public information (whether specific to the Group or entrusted to it by others or enforceable under any statutory rules and regulations except where disclosure is authorised or legally mandated;
- (e) not make improper use of any information acquired by virtue of being an Employee, including the use of that information for personal gain or the gain of another party or in breach of a person's privacy;

Trading in securities

- (f) comply with the Company's Securities Trading Policy when trading in securities, including trading in securities of the Company. The purpose of the Securities Trading Policy is to ensure compliance with the law and to minimise the scope for misunderstandings or suspicions regarding Employees trading in securities while in possession of non-public price sensitive information;

Responsibilities to key stakeholders

- (g) always deal with shareholders, clients, customers, suppliers, competitors and other Employees in a manner that is lawful, diligent and fair and with honesty, integrity and respect;

Protection and proper use of the Group's assets

- (h) ensure that the Group's assets are protected and only used for authorised and legitimate business purposes;

Compliance with laws and regulations

- (i) always act in a manner that is in compliance with all applicable laws and regulations. In addition, it is compulsory that all Employees will act in compliance with this Code and the Group's other policies as in force from time to time; and
- (j) report any actual or potential breaches of the law, this Code or the Group's other policies to the Company Secretary. If ever in doubt, Employees should seek advice immediately.

4 Employment practices

- 4.1 The Group's aims to provide a work environment in which all Employees can excel regardless of race, religion, age, disability, gender, sexual preference or marital status. In order to ensure that this occurs, the Group will from time to time maintain various policies relating to the workplace (including, for example, the Company's Diversity Policy). Employees should familiarise themselves with such policies and ensure that they comply with them.

5 Accounting policies and disclosure

- 5.1 The Company is committed to delivering to shareholders and the market accurate, timely and up-to-date information within both the letter and spirit of the Listing Rules of the Australian Securities Exchange, all relevant laws and applicable accounting standards.

6 Encouraging the reporting of unlawful / unethical behaviour

- 6.1 The Group actively promotes and encourages ethical behaviour and protection for those who report violations in good faith. The Group will ensure that Employees are not disadvantaged in any way for reporting violations of this Code or other unlawful or unethical conduct and that matters are dealt with promptly and fairly.

7 Compliance with this Code

- 7.1 The Company Secretary in conjunction with the Audit and Risk Management Committee has responsibility for monitoring and ensuring compliance with this Code, including the conduct of regular reviews of operations and general compliance.
- 7.2 Failure to comply with this Code is considered a very serious matter, may breach the law and, in the case of any employees, result in disciplinary action including termination of employment. In the case of contractors, a breach may result in termination or non-renewal of contractual arrangements.
- 7.3 Notwithstanding clauses 7.1 and 7.2, where Employees are not under the direct supervision of the Group companies, the Company may not be able to enforce compliance with this Code. The Company will not be liable to any third party's grievances and /or losses suffered as a result of a contravention of this Code by any Employee or for a failure by the Company to enforce or ensure compliance with this Code.

8 Questions

- 8.1 For questions about the operation of this Code, please contact the Company Secretary.