

ETHICAL LETTER

To: _____

From: _____

Subject:

Ethical Conduct and Compliance Commitment

1. Purpose

This Ethical Letter sets forth the commitment to uphold the highest standards of ethical conduct, integrity, and compliance with all applicable laws and regulations under Australian law. The undersigned parties agree to conduct all activities in a lawful, fair, and transparent manner.

2. Compliance with Laws and Regulations

All parties shall comply fully with all applicable Australian federal, state, and local laws, regulations, and codes of practice relevant to their business activities, including but not limited to anti-corruption, anti-bribery, competition, privacy, workplace health and safety, and environmental protection statutes.

3. Ethical Standards

The parties commit to honesty, fairness, respect, and accountability in all dealings. This includes avoiding conflicts of interest, protecting confidential information, ensuring accuracy in reporting and communications, and fostering a workplace free from discrimination, harassment, and retaliation.

4. Reporting and Accountability

Any suspected or actual violations of this Ethical Letter or applicable laws must be reported promptly through designated channels. Parties shall cooperate fully with any investigations and take corrective actions as necessary.

5. Enforcement

Non-compliance with the commitments set forth in this Ethical Letter may result in disciplinary measures, including termination of agreements and legal action, as permitted under Australian law.

6. Confidentiality

All information exchanged in the course of complying with this Ethical Letter shall be treated confidentially and only disclosed as required by law or with prior consent of the disclosing party.

7. Governing Law and Jurisdiction

This Ethical Letter shall be governed by and construed in accordance with the laws of Australia. The parties submit to the exclusive jurisdiction of the courts of the relevant state or territory for any dispute arising out of or in connection with this Letter.

Acknowledgement and Agreement

By signing below, the parties acknowledge that they have read, understood, and agree to the terms and conditions set forth in this Ethical Letter and commit to uphold these ethical principles in all relevant activities.

SIGNATORY 1

Full Name:

Position:

Signature: _____

Date: _____

SIGNATORY 2

Full Name:

Position:

Signature: _____

Date: _____

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