

THE SCOTT CODE

Updated: March 2026



SCOTT

CONTENTS

- Executive Message 1**
- Who We Are and Our Shared Commitment 2**
- Where Have We Come From? 5**
- Destination 2030 – Where Are We Headed 6**
- How We Will Work and Succeed Together 9**
- Looking After Each Other 10**
 - Be Safe, Be Well, Be Scott 10
 - Respect, Inclusion and Working Together 12
- Protecting Scott’s Business and Reputation.....15**
 - Ethical Employment and Modern Slavery 15
 - Conflicts of Interest & Transparency 16
 - Keeping Our Information Safe 17
 - Speaking on Behalf of Scott 18
- Complying with the Law 19**
 - Gifts and Improper Advantages 19
 - Insider Trading 19
 - Fair Competition 20
- Managing Our Finances 20**
 - Use of Signatory Authority 20
 - Political Contributions 21
 - Use of Company Property and Electronic Communications.....21
- Applying the Scott Test 22**
- Speaking Up 23**
- Choosing Scott 23**
- How We Administer This Code 24**

EXECUTIVE MESSAGE

At Scott, our success comes from people — how we think, how we collaborate, and how we show up for each other and our customers every day.

This Code is designed to connect us as One Scott, it clarifies who we are, where we have come from and what is most important to us. It's a shared understanding of what it means to work here.

It explains the standards we hold ourselves to and the culture we are proud to build together. Wherever we operate in the world, our actions reflect who we are as an organisation.

The Scott code provides guidance to help you make good decisions, act with confidence, and understand the impact your choices have on colleagues, customers, and our reputation.

Every one of us owns our culture. Every day.

Thanks for being part of Scott

The Executive Team

WHO ARE WE AND OUR SHARED COMMITMENT

Scott is a global team united by integrity, collaboration, and a commitment to delivering excellence.

We succeed by working together, respecting different perspectives, and holding ourselves accountable for results.

Our values guide how we think, act, and make decisions:

- **Above All We Value People** — We are one team, we respect each other and work collaboratively to achieve common goals.
- **We Act With Integrity** — We build confidence, do what's right, and deliver on what we promise.
- **We Pursue Excellence** — We thrive on a challenge and we deliver for our customers because it is who we are.
- **We Are Committed To Results** — Together we evaluate and take action, being accountable to completion, no excuses.

These values shape every interaction — with customers, partners, and each other.

ABOVE ALL WE VALUE
PEOPLE

WE ARE ONE TEAM. WE RESPECT EACH OTHER AND WORK
COLLABORATIVELY TO ACHIEVE COMMON GOALS.

WE *act* WITH
INTEGRITY

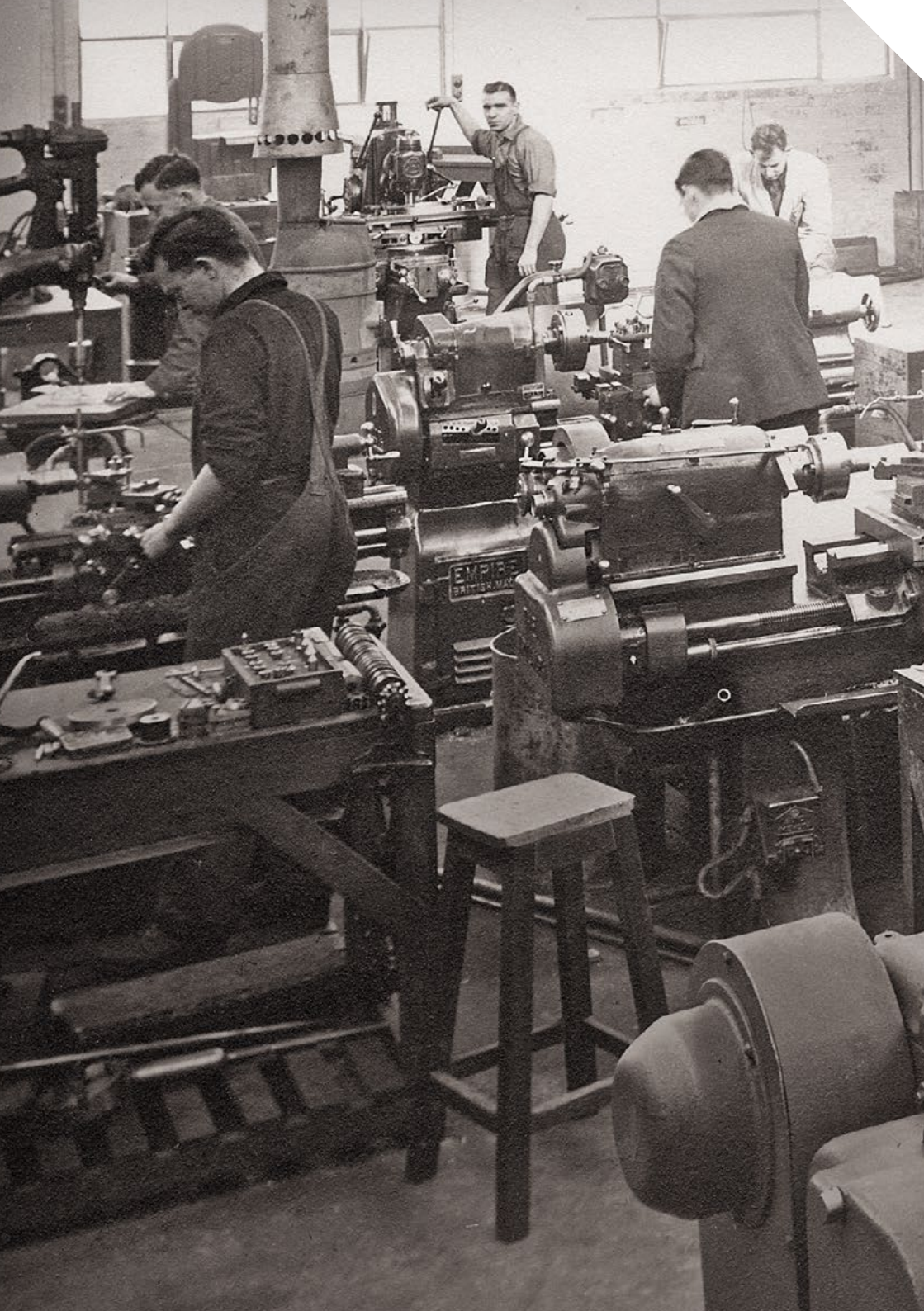
WE BUILD CONFIDENCE, DO WHAT'S RIGHT,
AND DELIVER ON WHAT WE PROMISE.

WE PURSUE
EXCELLENCE

WE THRIVE ON A CHALLENGE AND WE DELIVER FOR OUR
CUSTOMERS BECAUSE IT IS WHO WE ARE.

WE ARE *committed* TO
RESULTS

TOGETHER WE EVALUATE AND TAKE ACTION, BEING
ACCOUNTABLE THROUGH TO COMPLETION, NO EXCUSES.



WHERE HAVE WE COME FROM?

Scott Technology Ltd was founded in 1913 in Dunedin, New Zealand, as a small engineering workshop. What began as motor repair and general engineering services has grown into a global automation and robotics company operating across Australasia, Europe, North America, and Asia.

Over more than a century, Scott has evolved through innovation, international expansion, and strategic acquisitions. The company listed on the New Zealand Stock Exchange in 1997, expanded globally in the early 2000s, and strengthened its automation capability through key acquisitions across robotics, mining technology, and materials handling. In 2016, global food company JBS became majority shareholder, supporting further growth in protein automation.

Today, Scott designs and delivers advanced automation solutions for appliance manufacturing, meat processing, mining sample preparation, and logistics — continuing a legacy of practical engineering and long-term thinking that began over 110 years ago.

DESTINATION 2030 – WHERE ARE WE HEADED

Destination 2030 is our roadmap for the next chapter of Scott Technology Ltd. It's about growing smarter, stronger, and more global — while staying true to our engineering roots, we are shifting our mindset to be customer first. This strategy represents our approach to partnering with customers to solve their toughest problems and create lasting value.

By 2030, we aim to:

- Be a leading automation partner in our core industries
- Deliver innovative, high-value solutions around the world
- Expand our reach, capabilities, and impact
- Build a high-performing, collaborative team culture

Every one of us plays a part. Your ideas, expertise, and teamwork help us deliver smarter solutions, improve how we work, and make our global ambitions a reality. Together, we're not just building systems — we're building the future of Scott.

#DESTINATION 2030



Our vision is to be the trusted partner that puts our customers first fostering lasting partnerships that drive innovation and success.

530 by 30 – One Dream, One Team, Limitless Possibilities



HOW WE WILL WORK AND SUCCEED TOGETHER

Having agreed aligned behaviours and a shared commitment to how we do things at Scott is what will help us to be successful. This code provides guidance on the standards of integrity and business conduct it clearly sets out what we expect from every person working for Scott, regardless of role or location.

It helps us:

- Make consistent decisions
- Protect our people and our reputation
- Comply with laws and regulations
- Maintain trust with customers and partners

Living the Code means:

- Acting ethically
- Protecting company information and resources
- Managing conflicts of interest responsibly
- Communicating respectfully and professionally
- Upholding Scott's reputation in everything we do

LOOKING AFTER EACH OTHER

A safe, respectful workplace is fundamental to how we operate.

We are committed to creating an environment where everyone feels valued, included, and able to do their best work.

Be Safe, Be Well, Be Scott

At Scott, we are committed to creating a culture where health, safety and wellbeing are paramount in everything we do. Our goal is to maintain a workplace free from harm—where our people thrive, feel cared for, and look after one another.

Every employee, contractor and visitor has a responsibility to act safely, follow established procedures, and contribute to a positive, proactive safety environment.

Key elements of our safety culture include:

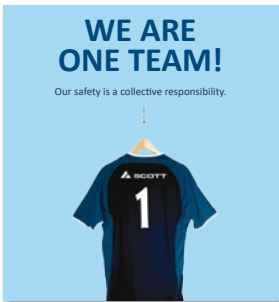
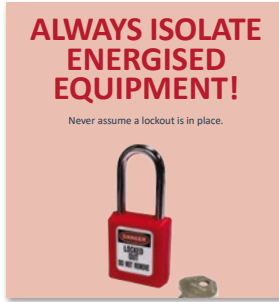
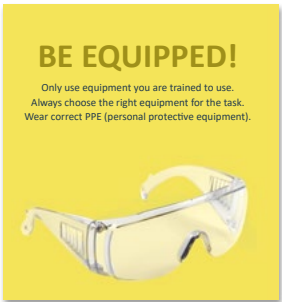
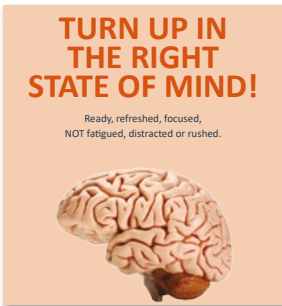
- Active participation in health, safety and wellbeing initiatives
- Open communication and early reporting of hazards, incidents and concerns
- Competency-based training and continual development
- Recognition of positive safety behaviours through Safe Mate Awards
- Access to wellbeing support, including our Employee Assistance Programme (EAP)
- Emergency preparedness across all sites

Critical Risks are the activities most likely to cause serious harm if not properly controlled. These risks have been identified across the Scott

Group and require increased focus, monitoring and robust controls.

Scott's eight Critical Risks are: Fixed Plant, Falling Objects, Mobile Plant, Potential Energy, Driving, Working at Heights, Suspended Loads and Hazardous Substances. These risks require strict adherence to procedures, routine verification of controls, and immediate reporting of any unsafe conditions or near misses.

All employees and contractors are expected to consistently demonstrate six **safety expectations** to uphold a high performance safety culture. Following these expectations is considered a core requirement of working at Scott.



As part of our commitment to keeping people safe, Scott has zero tolerance to drugs and alcohol. The group substance abuse policy

outlines our approach to keeping our workplace free of influence and impairment in our workplace.

Safety is not just a policy at Scott—it's a personal commitment. Every decision you make, every action you take, and every moment you choose to pause and think plays a vital role in keeping you and those around you safe. By taking ownership of your choices, understanding our eight critical risks and our six safety expectations create a workplace where everyone can go home healthy and well, every single day. Safety is our shared responsibility, and together, we make it real.

Respect, Inclusion and Working Together

We are a workplace where everyone belongs – where you can be yourself and feel valued and supported. We know we are better together and we consciously put together diverse teams, actively seek out different opinions and are open to different viewpoints.

Everyone who works here plays a role in creating a workplace where people feel welcome, supported, and able to contribute.

We expect all employees to:

- Treat everyone with respect and professionalism
- Value different perspectives and experiences
- Communicate in a thoughtful and inclusive way
- Be open to feedback and willing to learn from others
- Contribute to a positive, supportive team culture

Small everyday actions shape our culture. Listening, being considerate, and supporting one another helps create an environment where everyone can succeed.

Scott does not tolerate bullying, harassment, or discrimination in any form. This includes behaviour that:

- Intimidates, humiliates, or undermines another person
- Repeatedly excludes or targets someone in a harmful way
- Includes offensive jokes, comments, or conduct about a person's identity, background, or personal characteristics
- Creates an uncomfortable, hostile, or unsafe work environment

Respectful challenge, different opinions, and constructive feedback are what makes high performing teams. By showing respect, valuing differences, and supporting our colleagues, we create a workplace where everyone can thrive.





PROTECTING SCOTT'S BUSINESS AND REPUTATION

Ethical Employment and Modern Slavery

Doing the right thing for people is fundamental to how we operate.

We are committed to fair, lawful, and ethical employment practices wherever we work. This includes respecting human rights and ensuring our business and supply chain are free from exploitation.

We are committed to:

- Complying with labour, employment, and immigration laws in every country where we operate
- Ensuring employment is freely chosen and people can leave work in line with local laws and employment agreements
- Paying people fairly and on time for the work they perform
- Providing safe and healthy working conditions
- Treating everyone with fairness, dignity, and respect

Our responsibility extends beyond our own organisation. We expect suppliers, contractors, and partners we work with to operate responsibly and uphold ethical employment practices.

We expect our partners to:

- Comply with applicable labour, employment, and immigration laws
- Prohibit forced labour, child labour, and human trafficking
- Treat workers fairly and with respect
- Provide safe working environments and fair working conditions

Being a responsible employer means looking beyond minimum legal requirements. It means acting with integrity, protecting human rights, and making decisions that positively impact people, communities, and the places where we operate.

Conflicts of Interest & Transparency

We value your interests and community involvement outside of Scott — as long as they don't conflict with your work responsibilities. When in doubt, disclose potential conflicts so we can review them together.

If you plan to take a formal external role (e.g., board position), you need written approval from the CEO. Such roles must:

- Not interfere with your work at Scott
- Not involve a competitor
- Be transparent and approved

If you work with family members or partners, fairness and boundaries are essential. You must not:

- Participate in their hiring
- Be in their reporting line
- Influence pay, promotion, or performance decisions
- Approve expenses or act as a joint signatory

All such situations require CEO approval to ensure transparency and trust.

Keeping Our Information Safe

Protecting information is essential to how we operate. Everyone has a role in keeping Scott's data, systems, and intellectual property secure. Handling information responsibly helps protect our people, customers, suppliers, and the business worldwide.

Confidential information includes anything about Scott, our employees, customers, suppliers, or partners that is not public. Always safeguard it and only share it when:

- Legally allowed
- Approved by your manager or the relevant authority

We are committed to protecting personal and sensitive information. Always follow local privacy laws and our Data Protection & Privacy Policy when handling personal data to ensure it is kept secure, accurate, and used only for legitimate purposes.

Scott owns the intellectual property (IP) created by employees in the course of their work. This includes designs, logos, know-how, patents, software, and other creations. Protect our IP and only use it in ways that are approved and appropriate.

To keep information safe:

- Use strong passwords and keep login details secure
- Lock devices and workspaces when unattended
- Avoid sharing sensitive information over unsecured channels, including AI tools
- Report any suspected data breaches, theft, or misuse immediately
- Be mindful when discussing company matters in public or online

By handling information carefully and responsibly, we protect our people, our partners, and the reputation of Scott around the world.

Speaking on behalf of Scott

Anything you say publicly can have a significant impact on Scott, especially in forums where there is potential for media coverage. To protect you and the company, we have a small number of people who are authorised to speak on behalf of Scott. This ensures our external communication is accurate and consistent. Contact or refer people to the Communication's team.



COMPLYING WITH THE LAW

We conduct our business with integrity and follow the laws and regulations wherever we operate. Every employee is expected to act ethically, make responsible decisions, and protect the reputation of the company.

Gifts and Improper Advantages

We never offer, give, request, or accept anything of value that could improperly influence a business decision or create an unfair advantage.

Modest and reasonable business courtesies, such as occasional gifts or hospitality, may be acceptable when they are appropriate, transparent, and consistent with company policies. If a gift or invitation could appear to influence your judgment, politely decline it.

If you are unsure whether something is appropriate, review the Scott Gift Policy or seek guidance before accepting.

Insider Trading

During your work, you may have access to confidential or non-public information about our company or other organisations. This information must be protected and must not be shared or used to trade securities for personal benefit or for the benefit of others.

Fair Competition

We compete honestly and fairly and comply with all competition and antitrust laws.

This means we do not:

- Agree with competitors on prices, bids, customers, or markets
- Share sensitive competitive information
- Participate in any activity that could restrict fair competition

If a conversation with a competitor becomes inappropriate, stop the discussion immediately and report the situation to your Regional Executive or appropriate leader.

MANAGING OUR FINANCES

We are all responsible for protecting company resources and ensuring they are used appropriately. We make financial decisions carefully, follow approval processes, and act in a way that protects the company and maintains trust.

Use of Signatory Authority

Some financial decisions require approval from more than one authorised person. When dual approval is required, both individuals must review and approve the transaction before it proceeds.

Always follow local procedures and the company's Delegated Authority requirements. Using approval authority outside these limits, or approving something without proper review, is not acceptable.

Political Contributions

The company does not make political contributions, even where they may be permitted by law.

Employees must not make political donations, provide support, or use company resources on behalf of the company for any political party, candidate, or campaign.

Employees remain free to participate in political activities in their personal capacity, provided they do not represent or imply endorsement by the company.

Use of Company Property and Electronic Communications

Company property — including equipment, devices, credit cards, systems, and information — must be used responsibly and primarily for legitimate business purposes.

Limited personal use may be permitted where allowed by company policy, provided it does not interfere with work responsibilities, create risk for the company, or violate any laws or policies.

To protect company systems and information, the company may monitor the use of its technology and communication systems in accordance with applicable privacy laws. Employees should not expect personal privacy when using company email, devices, or communication platforms.

For more guidance, refer to the IT Acceptable Use Policy.

APPLYING THE SCOTT TEST

If you are ever unsure about something before you act, ask:

 Is it safe?

Does this protect people and wellbeing?

 Is it honest?

Would I be comfortable explaining this openly?

 Is it respectful?

Does it reflect how we treat colleagues and partners?

 Is it right for Scott long-term?

Does it protect our reputation and future?

If unsure — pause and ask.

SPEAKING UP

Speaking up to protect our colleagues or Scott against anything illegal or unethical is fundamental to our culture.

If you see something that doesn't align with our values or doesn't feel right, we support you to speak up. You can speak to your manager or any other leader in the company.

If you don't feel comfortable raising it in person, you can use our confidential online reporting process using FaceUP, a global reporting platform that can be accessed via the QR code set out in the **whistleblower policy**.

CHOOSING SCOTT

Working at Scott means choosing to be part of something bigger than an individual role.

In return for your contribution, Scott is committed to providing:

- A safe and inclusive workplace
- Opportunities to grow and develop
- Clear expectations and fair treatment
- Leadership grounded in trust and respect

By joining Scott, each of us commits to:

- Living our values
- Supporting our colleagues
- Contributing positively to our culture
- Representing Scott with professionalism and pride

Culture is a choice we make together every day.

HOW WE ADMINISTER THIS CODE

The Scott Code supports — and works alongside — our policies, procedures, and legal obligations.

Everyone is responsible for understanding and applying the Code in their work.

All employees will be required to sign up to the Scott Code annually and new employees when they start at Scott.

If you have questions or concerns:

- Speak with your manager or leader
- Contact the HR team or relevant support teams

Scott may amend or add to this code at anytime and it will be reviewed at least every two years.



