

Good Corporate Governance Policy

Our Good Corporate Governance Vision:

"The most important tool you have in your toolkit is integrity"

We believe that our ethical principles set the ground rules for all we do and is responsible for our business success. We aspire to conducting all of TEN's activities with integrity, respect and the highest standard of ethical behaviour to ensure a solid foundation of good corporate governance exists.

Our Good Corporate Governance Principles:

- Adopting a culture of compliance, ethical behaviour, integrity, accountability and respect.
- Promoting ethical and good corporate governance behaviour in the workplace.
- Respecting and dealing fairly with all customers, suppliers, competitors and employees.
- Ensuring our collective success by practising and promoting honest and ethical conduct.
- Operating responsibly to eliminate the risk of modern slavery in our business and supply chain.
- Providing consistency in our actions and the way we do business.
- Providing strategic direction and objectives to enable future growth and profitability.

Employer Responsibilities:

- Providing accurate, complete and objective information to all stakeholders.
- Maintaining a high level of honesty, integrity and care in all we do.
- Complying with laws, rules and regulations to ensure our conduct is optimised.
- Respecting the confidentiality of any information, including financial, personal and other information.
- Preventing, detecting, and reporting of all conduct that appear to be unethical.
- Encouraging open communication and feedback to evaluate, improve our report unethical conduct.

Employee Responsibilities:

- Work in accordance with TEN Good Corporate Governance policies and principles.
- Demonstrating transparency in all business and financial practices.
- Embracing TEN's interests and committing to uphold the highest standards of intellectual honesty and integrity during the course of employment.
- Acting as good agents of the resources and information entrusted to our care.
- Complying with all applicable laws, rules, regulations and professional standards.



Corey Scott
Managing Director

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