

# Trade Practices Policy

**Effective Date:** 12 December 2019

## Purpose

E&E Waste Pty Ltd (E&E Waste) is dedicated to compliance with the Competition and Consumer Act 2010, which imposes legal obligations on all E&E Waste's employees in Australia. It is a condition of their employment that all E&E Waste employees comply with the Act. Anti-competitive collusion with competitors is absolutely forbidden. Any employee found to have been involved in collusive activities will become liable to be dismissed with immediate effect. E&E Waste will not be responsible for any penalties imposed on an employee who is found to have acted in breach of the Act. Employees must also act honestly with customers, suppliers and other parties and must not engage in conduct which is false, misleading or deceptive.

## Principles

All E&E Waste employees must ensure that:

- There are no communications with competitors for anticompetitive purposes, such as market sharing and price fixing
- Any contacts with competitors are for legitimate company or industry purposes
- Any approach from a competitor which appears to be for anticompetitive purposes is rejected immediately and reported to E&E Waste's Senior Management
- No restrictive conditions are placed upon E&E Waste's suppliers or customers (such as conditions not to supply to, or acquire goods and services from, a competitor of E&E Waste) without the prior authority of E&E Waste's Senior Management
- No attempt is made to set or influence the price at which customers resupply, advertise, offer for sale or promote E&E Waste's services
- No attempt is made to take advantage of any powerful market position E&E Waste may have to damage a competitor of E&E Waste or to prevent competition
- All statements are factually correct and complete, whether oral, written or in any form of advertising or promotion; and
- No-one is misled or deceived by any E&E Waste conduct.

All employees who are involved in delivering E&E Waste products and services must confirm their understanding, commitment to and compliance with E&E Waste's Trade Practices Policy.



Jaime McGuire

Operations Manager

12 December 2019