

CODE OF CONDUCT FOR EMPLOYEES

Purposes of code of conduct

- To ensure compliance with all relevant legislation
- To fulfil the reasonable expectations of the communities in which the company operates, by acknowledging the rights of various stakeholders
- To enhance the reputation of the company with the financial and broader community
- To improve the performance of the company
- To inform employees of the board's expectations of them, including the obligations of raising and pursuing concerns of non-compliance or unethical behaviour
- To assist achieving the company vision.

Code of Conduct

The philosophy to be adhered to achieve the purposes incorporates the following:

Responsibility to Shareholders

The Company is committed to pursuing the best interests of its shareholders as a whole and to the protection, preservation and, ultimately, sustained growth of their capital.

Responsibility to Employees

The Company is committed to properly discharging its responsibility to employees.

Responsibility to the Community

The Company recognises its responsibility to establish and maintain good corporate citizenship in those communities in which it operates. This responsibility extends to interaction with Government and responding to the changing requirements and expectations of industry, environment, the parties with whom the Company deals and the community as a whole.

No employee shall conduct himself or herself in a way which brings Biosignal or the name of the Company into disrepute.

Commitment to Quality

The Company is committed to continuous improvement in the quality of its performance in all ways that it operates.

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Confidentiality and Use of Knowledge and Position

Employees may acquire information not generally known to the public such as trade secrets, processes, methods and other information which affect financial results. This information is the property of Biosignal.

No employee, secondee or contractor, whether during or after their time with the Company, can disclose this information (deliberately or carelessly) to any other person not covered by this policy, unless the disclosure has first been authorised by the Company.

Further, no employee, secondee or contractor of the Company is permitted to act dishonestly or to use confidential information or position within the Company for the purpose of personal gain or the pursuit of any objectives other than those of Biosignal.

In relation to these general requirements, the following matters warrant specific mention:

- a) The insider trading prohibitions apply to all employees. In particular, employees cannot deal in (or tip others about) the Company shares, when in possession of price sensitive information about the shares.
- b) The general requirement for prior declaration of interests, which applies to Officers of Biosignal, also apply to employees not classified as Officers. Any employee who has personal investments or involvements with other parties which could lead to a conflict of interest for either the employee or Biosignal should make written disclosure to the CEO.
- c) Employees cannot accept a material benefit from those with whom they deal, nor place themselves in a position where their responsibility/loyalty might be comprised.

Compliance with laws

The Board is committed to compliance with all relevant legislation and corporate policies. Employees are expected to be aware of all legislation and policies applicable to their position and be sufficiently familiar with such laws and policies that they are able to comply.

Management and employees are responsible to ensure that they –

- have access to all relevant laws and policies
- are properly instructed on the relevant laws and policies
- maintain their understanding, through continuing education and periodic updates.

Relevant laws include –

- environment law
- occupation health and safety laws
- corporations law
- competition and consumer law

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