



# CODE OF CONDUCT.

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**SkinKandy Limited (ACN 636 484 814)**

Adopted by the Board on 11 May 2026

## 1 INTRODUCTION

This code of conduct, which has the full endorsement of the board of directors (Board) of SkinKandy Limited (ACN 636 484 814) (Company), sets out the way the Company and its subsidiaries (collectively, (SkinKandy) conducts business (Code). SkinKandy will carry on business honestly and fairly, acting only in ways that reflect well on SkinKandy in strict compliance with all laws and regulations.

The purpose of this Code is to guide the behaviour of everyone in SkinKandy (including all employees, contractors, consultants, managers and the Board, including temporary employees, contractors and directors of SkinKandy) (collectively, Employees) by clearly stating SkinKandy's firm commitment to behaving honestly and fairly.

All Employees are required to understand and comply with their obligations under this Code.

This Code will be made available to Employees in the corporate section of SkinKandy's website.

## 2 OUR VALUES AND CULTURE

SkinKandy's culture reflects our commitment to providing an exceptional piercing experience with a focus on friendly service, using the highest quality products, continuously improving our knowledge and skills, and maintaining the highest safety standards.

Our values include:

- 2.a** delivering a legendary customer experience by creating memorable connections and personalising every interaction;
- 2.b** setting the standard as industry leaders, prioritising the wellbeing of customers and team members, and being accountable for our actions;
- 2.c** supporting and respecting each other as a team;
- 2.d** celebrating creativity, individuality and diversity in people, ideas and individual style; and
- 2.e** having fun and embracing what makes us different.

If Employees are not sure that a proposed action is appropriate, they should ask their manager or their human resources department (Human Resources) for guidance before acting.

## 3 RESPONSIBILITIES

The Board is responsible for the contents of the Code and its periodic updating.

The Chief Executive Officer and managers at all levels of SkinKandy are responsible for ensuring that all Employees understand and follow this Code.

Each Employee is responsible for complying with this Code both in detail and in spirit. Everyone must:

- 3.a** act in accordance with SkinKandy's values and the best interests of SkinKandy;
- 3.b** act with integrity – being honest, ethical, fair and trustworthy in all business dealings and relationships;
- 3.c** comply with all laws and regulations that apply to SkinKandy and its operations; and
- 3.d** act ethically and responsibly;
- 3.e** treat fellow employees with respect and not engage in bullying, harassment, discrimination or other forms of detrimental conduct;
- 3.f** deal with customers and suppliers fairly;
- 3.g** disclose and manage any conflicts between SkinKandy's interests and their personal interests;
- 3.h** protect SkinKandy's business assets;
- 3.i** not take advantage of the property or information of SkinKandy or its customers for personal gain or to cause detriment to SkinKandy or its customers;
- 3.j** not take advantage of their position or the opportunities arising therefrom for personal gain; and
- 3.k** report breaches of this Code to an appropriate person within SkinKandy.

It is the responsibility of all of SkinKandy's people, including managers and other leaders, to ensure ethical conduct is recognised and valued throughout SkinKandy.

## **4 CONSULTANTS' RESPONSIBILITIES**

Individuals or organisations contracting to, consulting for, or representing SkinKandy, or both, must comply where applicable with this Code in the same way as SkinKandy employees.

SkinKandy employees who engage contractors or consultants should ensure that they are provided with a copy of relevant SkinKandy policies, including this Code.

## 5 COMPLIANCE WITH LAW

SkinKandy will only conduct business by lawful and ethical means. Legal responsibilities change and Employees at all levels must keep themselves informed and comply with all legal responsibilities.

In particular, depending on their individual responsibilities, Employees must be familiar with corporate, competition and consumer, taxation, employment, work health and safety, equal opportunity and discrimination, privacy and environmental laws and regulations and all Employees must be familiar with and comply with SkinKandy's internal policies in relation to such matters.

All Employees have an obligation to understand and work within these requirements. If Employees do not understand their responsibilities and SkinKandy's obligations, they must seek guidance from their manager or Human Resources.

## 6 AVOIDING CONFLICTS OF INTEREST

Employees must avoid any situations involving divided loyalty or a conflict between their personal interests and those of SkinKandy. Employees faced with conflicting interests must report it to their manager or Human Resources.

In particular:

- 6.a** Employees and any organisation in which they or their family have a significant interest must not compete with, or have business dealings with SkinKandy;
- 6.b** Employees must not work or consult for, or have any other key role in, an outside business organisation which has dealings with SkinKandy or is a competitor of SkinKandy;
- 6.c** Employees must not enter into any arrangement or participate in any activity that conflicts with SkinKandy's best interests or is likely to negatively affect SkinKandy's reputation;
- 6.d** Employees must not use SkinKandy's assets for any purpose other than for SkinKandy's business purposes or interests;
- 6.e** Employees must not make improper use of their employment with SkinKandy, their position or role in SkinKandy, or information obtained because of their position, to gain an advantage for themselves or anyone else, to SkinKandy's detriment; and
- 6.f** Employees must not buy or sell shares in SkinKandy or any other companies at any time when they are aware of price sensitive information about SkinKandy, which has not been disclosed to the Australian Securities Exchange. All Employees must read and follow the SkinKandy Securities Trading Policy.

## **7 POTENTIAL TAKEOVERS, ACQUISITIONS OR OTHER “CHANGE OF CONTROL” TRANSACTIONS INVOLVING SKINKANDY**

Employees must be particularly careful to avoid conflicts of interest and the improper disclosure of confidential information in the case of an approach by a third party (“potential bidder”) in relation to the proposed acquisition of the shares in, or any of the businesses of, SkinKandy. Such an approach might be made informally (for example by enquiry or overture) and/or through an intermediary or advisor to the potential bidder.

The Board must be immediately informed of any approach (no matter what the form of the approach) and will establish protocols for SkinKandy’s response to the approach.

Any Employee who is approached (even informally) by or on behalf of a potential bidder must:

- 7.a** immediately notify his or her manager or Human Resources of the approach, including the details of any inducement or incentive offered to that Employee or any other Employee;
- 7.b** cease communications with the potential bidder until communication protocols are established and then only if so authorised under those protocols;
- 7.c** not provide any corporate information to anyone without the express approval of the Board or the Board’s representative and then only on terms approved by the Board; and
- 7.d** ensure that the approach is not discussed with customers, suppliers or other Employees unless specifically authorised by the Board and then only on terms approved by the Board (which must take into account SkinKandy’s continuous disclosure obligations, amongst other things).

## **8 OUTSIDE MEMBERSHIPS, DIRECTORSHIPS, EMPLOYMENT AND PUBLIC OFFICE**

SkinKandy supports involvement of its employees in community activities and professional organisations. However, outside employment or activity must not conflict with an Employee’s ability to properly perform their work for SkinKandy, nor create a conflict (or the appearance of a conflict) of interest.

Before accepting outside employment or a position on the board of directors of another company or non-profit organisation, you must carefully evaluate whether the position could cause, or appear to cause, a conflict of interest. If there is any question, consult your manager or Human Resources.

You must obtain prior written consent from your manager or Human Resources where the proposed employment or position relates to an outside organisation.

You may accept public office or serve on a public body in your individual private capacity, but not as a representative of SkinKandy. If such public office would require time away from work, you must comply with SkinKandy's policies regarding leave of absence and absenteeism.

## **9 PROTECTION AND PROPER USE OF SKINKANDY'S ASSETS**

All Employees must use their best efforts to protect SkinKandy's assets and other resources including plant, equipment, and other valuable property including confidential information and intellectual property such as trademarks, registered designs and copyrighted material, from loss, theft and unauthorised use.

The use of SkinKandy time, materials, or facilities for purposes not directly related to company business, or the removal or borrowing of company property without permission is prohibited. Incidental personal use of such company resources as computers, phones, faxes, copiers and internet access is permitted in accordance with SkinKandy's IT policies, but Employees must ensure that SkinKandy's interests are not harmed.

## **10 PROTECTING CONFIDENTIAL INFORMATION**

Information that SkinKandy considers private and that is not generally available outside SkinKandy, which may include information of third parties to which SkinKandy has access (Confidential Information) and information that SkinKandy owns, develops, pays to have developed or to which it has an exclusive right (Proprietary Information) must be treated by SkinKandy employees as follows:

- 10.a** Employees must ensure that they do not disclose any Confidential Information or Proprietary Information to any third party or other Employee who does not have a valid business reason for receiving that information, unless:
  - i** allowed or required under relevant laws or regulation; or
  - ii** agreed by the person or organisation whose information it is; and
- 10.b** if Confidential Information or Proprietary Information is required to be provided to third parties or other Employees for valid business purposes, Employees must:
  - i** take adequate precautions to seek to ensure that information is only used for those purposes for which it is provided and it is not misused or disseminated to SkinKandy's detriment; and
  - ii** take steps to ensure that the information is returned or destroyed when the purpose is complete.
  - iii** These obligations continue to apply to Employees after their employment or engagement ceases.

- iv If you are unsure whether information is of a confidential or proprietary nature, seek advice from your manager or Human Resources before disclosure.

## **11 CONTROL OF INFORMATION**

Employees must:

- 11.a** return all SkinKandy property including any documents or confidential information, on termination or earlier request of SkinKandy or its representative; and
- 11.b** if requested by SkinKandy or its representative, destroy or delete any confidential information stored in electronic, magnetic or optical form so that it cannot be retrieved or reconstructed.

Employees must not make improper disclosure, including inadvertent or careless disclosure, of business strategies and plans, special methods of operation and other information that is confidential to or of competitive value to SkinKandy.

## **12 PUBLIC COMMUNICATIONS AND DISCLOSURES**

Media statements, responses to questions from any journalist, investor, stockbroker or financial analyst and official announcements may only be made by persons authorised in accordance with the SkinKandy Disclosure Policy.

If you receive a request for information and you are not authorised to respond to the enquiry, refer the request to the appropriate person.

Unless the Chief Executive Officer has given prior written consent, Employees and associated parties must not participate in public forum communications or discussions (including internet-based forums and social media) where the subject matter is related to SkinKandy, its competitors or any industry in which SkinKandy operates.

SkinKandy has adopted the SkinKandy Disclosure Policy as a means of ensuring compliance with its disclosure and communication obligations under the Corporations Act 2001 (Cth) and the ASX Listing Rules. The aim of the SkinKandy Disclosure Policy is to keep the market fully informed of information that may have a material effect on the price or value of SkinKandy's securities, and to correct any material mistake or misinformation in the market.

Employees should ensure that they are aware of the requirements of the SkinKandy Disclosure Policy and, if it applies to them, they must act in accordance with that policy.

## 13 SOCIAL MEDIA

Any online communication that directly or indirectly refers to SkinKandy, its products and services, Employees or other work-related matters has the potential to affect SkinKandy's reputation. Employees must exercise care and good judgment when using social media.

In particular, Employees must not:

- 13.a** use the SkinKandy logo or company branding on any social media platform without authorisation;
- 13.b** communicate anything that might damage SkinKandy's reputation, brand image, commercial interests or the confidence of customers;
- 13.c** represent or communicate on behalf of SkinKandy without authorisation;
- 13.d** post content that is confidential or commercially sensitive;
- 13.e** post material that would directly or indirectly defame, harass, discriminate against or bully any Employee or customer; or
- 13.f** upload content showing anything that could damage SkinKandy's reputation.

Employees should assume that any online content may be viewed by, sent, forwarded or transmitted to persons other than the intended recipient and should exercise discretion accordingly.

“Social Media” refers to websites and apps that let people interact, share content, and create online communities. This includes well-known platforms such as TikTok, Facebook, LinkedIn, X (Twitter), and Instagram, as well as sites like YouTube for sharing videos and photos, and various blogs, forums, discussion boards.

## 14 INTERNET AND EMAIL USAGE

The use of company internet and email for personal matters is generally prohibited. However, limited or occasional personal use of company resources such as computers, email and internet may be permitted provided such use does not interfere with work, violate SkinKandy's policies, or breach any law.

Employees should be aware that anything written, sent, downloaded or stored on SkinKandy systems is company property and may be monitored in accordance with SkinKandy's policies. Employees should not have any expectation of personal privacy when using SkinKandy systems.

Employees must protect their passwords, must not access or distribute illegal, offensive or harmful material using company equipment, must not install unauthorised software or

applications, and must be alert to phishing scams or other attempts to uncover sensitive information.

## **15 GIFTS, GRATUITIES AND ENTERTAINMENT**

SkinKandy does not permit or tolerate giving or taking bribes, kickbacks or gratuities or any other payments or promises for favourable treatment or as an inducement for doing business. However, SkinKandy allows the acceptance of token gifts and entertainment provided they are appropriate to the intended business purpose and consistent with local business practice and laws.

Employees should not seek to gain special advantage for SkinKandy or themselves through the use of business gifts, favours or entertainment, if it could create even the appearance of impropriety. Business entertainment should be moderately scaled and clearly for business purposes. Gifts and entertainment should not be offered to a customer or supplier whose organisation does not allow this.

Employees may accept or give gifts, favours, or entertainment only if permitted to do so by SkinKandy's policies relating to gifts and the gift, favour or entertainment is disclosed in accordance with those policies (if required).

If Employees have any doubts about whether a gift or benefit complies with this Code or SkinKandy's policies, they should promptly discuss it with their manager or Human Resources.

## **16 INTEGRITY IN FINANCIAL REPORTING**

SkinKandy is committed to providing accurate, timely and clearly understandable disclosures in reports on its results to shareholders, the Australian Securities Exchange, Australian Securities and Investments Commission and other regulators.

Employees responsible for the preparation of such reports are responsible for the integrity of the information contained in, or which forms the basis, such reports and are expected to exercise the highest standard of care in preparing materials for public communications.

Those reports and communications should:

- 16.a** comply with any applicable legal requirements and accounting standards;
- 16.b** fairly and accurately reflect the transactions or occurrences to which they relate;
- 16.c** not contain any false or intentionally misleading information, nor intentionally misclassify information; and
- 16.d** be in reasonable detail and recorded in the proper account and in the proper accounting period.

All material financial information and disclosure must be accurately represented in SkinKandy's accounts. No information may be concealed by Employees from either SkinKandy's internal or external auditors. No Employee may take any action to influence, coerce, manipulate or mislead SkinKandy's external auditors in order to produce misleading financial statements.

## **17 RESPONSIBILITY TO INDIVIDUALS**

SkinKandy is committed to the fair and equal treatment of all its Employees and abides by the employment laws of the countries in which it operates. Employees and candidates for employment or engagement shall be judged on the basis of their behaviour and qualifications to carry out their job without regard to race, gender, religion, sexual orientation, disability, age, marital status or political belief or any other aspect protected by law.

SkinKandy does not tolerate discrimination, including sexual, physical or verbal harassment or other demeaning behaviour against any individual or group of people.

SkinKandy does not tolerate bullying, violence or threats of violence.

Employees are required to adhere to any SkinKandy policies relating to the treatment of others.

## **18 CREATING A POSITIVE WORKPLACE**

If you manage people, you have an even greater responsibility. Lead by example, making sure your team members know this Code is available as a resource for them, and that there is no difference between what you do as a Manager, and what you expect from others. If someone comes to you with a concern, you have a special responsibility to listen and act. Handling concerns appropriately is critical to preserving trust and protecting SkinKandy.

As a Manager, SkinKandy expects you to:

- 18.a** act as a role model, demonstrating professional behaviour in the performance of your duties;
- 18.b** make fair and objective decisions based on the best interests of the company and the Squad;
- 18.c** review the Code at least once a year with the employees, contractors and consultants you manage;
- 18.d** help employees understand the Code and company policies and have access to resource to help them live SkinKandy's values every day;
- 18.e** ensure employees are aware of, and properly trained on, the relevant legislation, regulations and Company policies that govern our piercing practices;

- 18.f** create an environment where Employees are comfortable speaking up without fear of retaliation;
- 18.g** take seriously any concern raised by Employees, and take time to understand if the issue should be escalated. If so, escalate the matter as soon as possible;
- 18.h** take corrective or preventive action when someone violates the Code or acts in a manner that contradicts our values, policies and procedures;
- 18.i** fully support any investigation; and
- 18.j** recognise and reward ethical behaviour.

## **19** WORKPLACE HEALTH AND SAFETY

SkinKandy is committed to providing a safe and healthy workplace, so far as is reasonably practicable, for all Employees, customers and visitors. Every Employee is empowered to take immediate action for safety regardless of role, title or responsibility.

All Employees must:

- 19.a** take all reasonable steps at work to ensure the health and safety of themselves and others;
- 19.b** participate in and complete all required training;
- 19.c** comply with all legislative and regulatory requirements and follow SkinKandy's safe working procedures;
- 19.d** use correct manual handling procedures and appropriate personal protective equipment;
- 19.e** play an active role in identifying risks and report hazards, near misses and incidents immediately to their manager; and
- 19.f** if an injury occurs, seek advice and/or first aid immediately and report it to their manager.

Employees must notify their manager immediately if they become aware of anything that suggests that a product, process or situation may pose a danger to health or safety.

## **20** TRAINING AND DEVELOPMENT

SkinKandy is committed to ensuring Employees have adequate training to perform their roles safely and competently. All Employees must complete mandatory training and annual refresher training as required.

SkinKandy supports continuous self-improvement and encourages Employees to participate in prescribed training and development opportunities, assess their own skills and knowledge, and commit to continuous improvement.

## **21 ALCOHOL AND DRUGS**

SkinKandy is committed to maintaining a safe, healthy and productive workplace. Having, using or distributing alcohol or illegal drugs (including the misuse of or non-prescribed use of, prescription drugs) in the workplace is prohibited. Employees must not attend work under the influence of alcohol or illegal drugs.

There may be instances where consuming alcoholic beverages while conducting company business is permitted (such as work functions), but Employees must comply with all laws and company policies, exercise moderation and good judgment, and remain responsible for their own conduct.

If a Manager has reasonable suspicion to believe that an Employee's use of drugs and/or alcohol may adversely affect the Employee's job performance or the safety of the Employee or others in the workplace, the Manager may require the Employee to undergo an alcohol and/or drug screening. A reasonable suspicion may be based on objective symptoms such as the Employee's behaviour, or speech.

## **22 EQUAL EMPLOYMENT OPPORTUNITY**

SkinKandy values the contributions of all Employees and believes that everyone should have an equal chance to succeed. SkinKandy will not discriminate against any Employee or candidate for employment on the basis of race, gender, religion, sexual orientation, disability, age, marital status, political belief or any other characteristic protected by law.

## **23 REASONABLE ADJUSTMENTS**

SkinKandy will make reasonable adjustments for persons with a disability who apply for a job, are offered employment, or are an Employee, where such adjustments are required in order to participate in the recruitment process or perform the genuine and reasonable requirements of the role.

Examples of reasonable adjustments may include reviewing and adjusting performance requirements, arranging flexibility in work hours, and approving more regular breaks. When considering reasonable adjustments, SkinKandy will weigh the need for change against the expense or effort involved in making the adjustment.

## 24 FLEXIBLE WORKING ARRANGEMENTS

After at least 12 months of employment, eligible Employees may make a written request for flexible working arrangements if they:

- 24.a** are 55 years or over;
- 24.b** are a carer under the Carer Recognition Act 2010 (Cth);
- 24.c** are a person with a disability;
- 24.d** are experiencing violence from a family member (or are supporting a family or household member who is);
- 24.e** are pregnant; or
- 24.f** are the parent of, or have caring responsibilities for, a child of school age or younger.

SkinKandy will consider any such request, taking into account all relevant facts and circumstances, and will provide a written response to the request within 21 days. Requests will only be refused on reasonable business grounds, and reasons for any refusal will be provided in writing.

## 25 PREGNANCY

SkinKandy encourages Employees to inform their manager of their pregnancy as soon as possible. SkinKandy understands pregnancy to be a healthy and normal process and recognises that individuals have different experiences.

When an Employee notifies their manager of a pregnancy, the manager and Employee will discuss what is needed to keep the Employee safe at work and adjustments will be made accordingly where possible.

## 26 REMOTE WORKING

Permission may be granted in writing under certain circumstances allowing Employees to temporarily work from a location other than their usual workplace.

To ensure that Employee performance is maintained in remote work arrangements, remote Employees must:

- 26.a** choose a quiet and distraction-free working space and complete any required ergonomic assessments;
- 26.b** have an internet connection that is adequate for their role;

- 26.c** ensure they are contactable for the duration of their shift via the usual communication channels;
- 26.d** dedicate their full attention to their job duties during working hours;
- 26.e** adhere to break and attendance schedules agreed upon with their manager; and
- 26.f** follow all company policies and procedures.

## **27 DRESS STANDARDS AND APPEARANCE**

Employees must abide by the following dress standards:

- 27.a** all clothes must be clean, laundered and well fitted – no stains, holes or fading;
- 27.b** ensure your hair is washed and (tied) back away from your eyes;
- 27.c** a plain black shirt of your choice can be worn – no branding or other imagery;
- 27.d** no spaghetti straps, strapless, crops, tanks, low-cut or backless shirts;
- 27.e** sleeves should not extend past your wrists;
- 27.f** dresses, overalls or jumpsuits in black, or smart-casual pants, shorts and skirts in black, neutral or brand aligned colours. All must be mid thigh or longer in length;
- 27.g** a black cardigan/jacket or SkinKandy branded hoodie can be worn – however they must be removed, or sleeves tucked to elbows, during back of house cleaning, sterilising and procedures;
- 27.h** no cut off shorts, booty shorts or minis;
- 27.i** no tights or activewear;
- 27.j** skirts must be mid-thigh or longer; and
- 27.k** closed shoes must be worn at all times - no thongs or sandals.

## **28 ACTING RESPONSIBLY WITH CUSTOMERS, SUPPLIERS, COMPETITORS AND OTHERS**

Employees dealing with customers, suppliers, partners, competitors and other third parties must engage with such persons fairly, ethically, honestly and respectfully and in compliance with applicable laws and SkinKandy policies. In particular:

- 28.a** Employees must be fair, honest and open in all business dealings;
- 28.b** Employees must not misrepresent SkinKandy products, services or prices and must not make false claims about those of SkinKandy's competitors;

- 28.c** purchasing decisions must be based on such commercially competitive factors as quality, price, reputation and reliability and a supplier's level of service; and
- 28.d** Employees must respect confidential information that is obtained through the business relationships.

If another Employee or outside party suggests acting in a manner contrary to the above, this must be immediately reported to your manager or Human Resources.

## **29 LEGAL ACTIONS**

Any actual, proposed or potential legal action against SkinKandy or Employees must be notified to your manager or Human Resources as soon as becoming aware of such an action.

Any actual, proposed or potential legal action by SkinKandy or Employees on behalf of SkinKandy against another party must be approved in advance by the Chief Executive Officer.

## **30 REPORTING NON-COMPLIANCE WITH THIS CODE**

Any Employee who knows or suspects on reasonable grounds a breach of this Code either has occurred, is occurring or might occur should report that information to:

- 30.a** an officer or senior manager of SkinKandy;
- 30.b** a senior member of Human Resources;
- 30.c** a member of SkinKandy's Disclosure Committee established under the SkinKandy Disclosure Policy; or
- 30.d** a Whistleblower Protection Officer in accordance with SkinKandy's Whistleblower Protection Policy, which is available in the corporate section of SkinKandy's website.

Any person listed in clause 17(a) who receives information and who considers that such information relates to a material breach of this Code must report that information to a member of the Company's Audit and Risk Committee and/or the Board.

Such reports will be treated confidentially to the extent possible consistent with SkinKandy's obligation to deal with the matter openly and according to applicable laws.

No Employee will be subject to retaliation or victimisation for reporting a possible violation of this Code in good faith and may be protected under SkinKandy's Whistleblower Protection Policy.

### **31 PERFORMANCE MANAGEMENT AND GRIEVANCES**

SkinKandy recognises the importance of regular feedback and continuous performance management. Employees will be required to participate in regular check-ins with their manager as scheduled. These sessions provide an opportunity to discuss expectations, goals, growth and development, and to give and receive feedback.

Where warranted, SkinKandy may use performance improvement processes to address performance concerns. Depending on the circumstances, this may include an individual performance improvement plan, verbal or written warnings, counselling or further education and retraining.

SkinKandy supports the right of every Employee to lodge a grievance with their manager if they believe a decision, behaviour or action affecting their employment is unfair. SkinKandy aims to resolve problems and grievances promptly and as close to the source as possible. Employees should try to resolve the grievance informally in the first instance. If the matter cannot be resolved informally, a formal grievance may be lodged in writing, in accordance with the Grievance Handling Policy.

### **32 CONSEQUENCES FOR NON-COMPLIANCE WITH THIS CODE**

Adherence to this Code and SkinKandy's policies is a condition of employment or engagement at SkinKandy.

Breaches of the Code may be subject to disciplinary action including termination of employment or engagement, if appropriate.

### **33 PERIODIC REVIEW**

This Code will be reviewed periodically by the Board of Directors (Board) to ensure that it is operating effectively and whether any changes are required.

The Board may change this Code from time to time by resolution.

### **34 OTHER**

The Code of Conduct, Securities Trading Policy, Disclosure Policy, Anti-Bribery and Corruption Policy and Whistleblower Protection Policy are available on SkinKandy's website.

If you have any questions regarding any aspect of the Code of Conduct, please contact the Company Secretary.