

## M.J. Kane & Company Accountants Code of Conduct

### Living our Purpose and values

The M J Kane culture thrives supported by a framework of internal and external expectations and requirements.

These helps guide our behaviours and build trust:

- in how we do business
- with each other
- in our communities
- in how we use information

When working with our clients and our colleagues to build trust in society and solve important problems, we...

### Act with integrity

- Speak up for what is right, especially when it feels difficult
- Expect and deliver the highest quality outcomes
- Make decisions and act as if our personal reputations were at stake

### Make a difference

- Stay informed and ask questions about the future of the world we live in
- Create impact with our colleagues, our clients and society through our actions
- Respond with agility to the ever-changing environment in which we operate

### Care

- Make the effort to understand every individual and what matters to them
- Recognise the value that each person contributes
- Support others to grow and work in the way that brings out their best

### Work together

- Collaborate and share relationships, ideas and knowledge beyond boundaries
- Seek and integrate a diverse range of perspectives, people and ideas
- Give and ask for feedback to improve ourselves and others

### Reimagine the possible

- Dare to challenge the status quo and try new things
- Innovate, test and learn from failure
- Have an open mind to the possibilities in every idea

#### The Code in Context

Our Purpose and values are the foundation of our success. We exist to build trust and solve important problems, and our values help us deliver on that Purpose.

This Code underpins our ability to behave in a manner consistent with our values.

Our Code is not meant to provide specific guidance on every situation where we might need to answer the question, “What is the right thing to do?” Instead, it is principle-based guidance that helps us think about difficult questions, promotes consultation, and encourages us to speak up if we have concerns.

This Code describes a common set of expectations for our conduct, a key element of which is that we abide by applicable laws and regulations. To the extent any local law or regulation is more restrictive than this Code, local law or regulation governs. Network and local policies and supplemental guidance complement the principles embodied in this Code and the M J Kane Network Risk Management Policies.

This Code applies to all of us. When we say “we” “our” or “us” we are referring to all of us at M J Kane, individual partners/principals and staff, as well as the individual firms that together form the M J Kane network.