

# Code of Conduct Policy

## Our Code of Conduct

Our Code of Conduct (Code) sets out the standards of behaviour expected of our directors, employees, consultants, contractors, and suppliers. It embodies a commitment to good corporate governance and responsible business practice and reflects the expectations of all the Company's stakeholders.

## Our Principles

Our Code is underpinned by our Principles, which are our shared beliefs that guide our behaviours, shape our decisions and actions, define what we stand for and how we operate:

<b>No short cuts</b>	We never compromise our standards. We strive for the best in everything we do and continue to raise the bar in safety, performance, and transparency every day.
<b>Never wasteful</b>	We make every moment count. We operate as efficiently as possible. We plan effectively, make full use of our assets and always spend our money wisely.
<b>Walk in their shoes</b>	To win new clients, keep existing clients and to ensure everyone benefits, we have to really know them – not just who they are and what they're asking for, but what really matters to them.
<b>Smarter together</b>	None of us is as smart as all of us. By valuing our diversity, working together, sharing knowledge and supporting each other, we're capable of exceptional things.
<b>Enable tomorrow</b>	We actively embrace change, enabling new technologies and smarter ways of working, so the mine of tomorrow is safer, more productive and more reliable than ever before.

## We live our Principles and apply our Code of Conduct through various actions, including:

- Acting in the best interest of the Company and all its stakeholders.
- Never compromising on our standards of safety, environmental and quality, which is essential to our success.
- Valuing diversity, working together, sharing knowledge and supporting each other.
- Securing and protecting the property and information of the Company and its stakeholders.
- Making positive and sustainable economic, social, and environmental contributions wherever we operate.
- Communicating and using technology appropriately.
- Acting with honesty and integrity at all times, not making or receiving improper payments, benefits or gains and avoiding any potential conflict of interest.
- Competing fairly and complying with the laws in the countries where we operate.
- Being accountable for complying with the Code of Conduct and calling things out which are not right.

The detailed requirements and elements of our Code are set out in our Code of Conduct Booklet which is provided to all employees and is made available on the Company's intranet, and which is published on the Company's website.

Employees are encouraged:

- a. to notify their immediate manager, the Human Resources department, or the legal department, or to contact our Speak Up Service if they become aware of any breaches of the Code; and
- b. to seek advice from their immediate manager, the Human Resources department, or the legal department if confronted with any challenges in relation to matters covered by the Code.



**Mark Norwell**  
Managing Director & CEO  
Perenti

Approved by the Perenti Board on 30 January 2020