



# HILLGROVE RESOURCES LIMITED

## CODE OF CONDUCT

Hillgrove Resources aspires to be an Employer of Choice, by establishing workplaces based on a safety focused culture that attracts employees with above average capability and behaviour. In the local communities where we conduct our operations, Hillgrove Resources strives to be a fair, ethical and responsible corporate citizen.

The behaviour of our employees or contractors at all times, reflects on the Company's reputation simply through our association – even outside of hours. To this end, observance of our Code of Conduct contributes to the protection and enhancement of Hillgrove Resources reputation within the workplace and the community.

Therefore, this Code of Conduct outlines the standards of behaviour expected of all officers, employees and contractors involved in Company business, whether at meetings, conferences, functions and social events, or whenever readily recognisable as a Company representative e.g. in badged clothing or a Company badged vehicle.

### OUR CODE REQUIRES YOU TO:

- Demonstrate the highest standards of **personal and professional integrity** in all business related activities – remembering we are all representatives of the Company 24 hours a day;
- Demonstrate the highest levels of professional **ethical and moral responsibility**;
- **Act in a fair and honest manner**, accepting responsibility for our actions and the **potential impact on others**;
- Maintain the highest levels of **confidentiality and security** at all times;
- Comply with all relevant **legislation and regulation** governing business activities;
- Avoid **conflicts of interest** and communicate immediately any actual or potential conflicts;
- Ensure you do not accept, nor attempt to issue, a **bribe, gratuity or favour**, in accordance with the Gift and Gratuity Policy.
- Ensure **proper and appropriate use** of Company resources, systems and information at all times;
- Act as a **valued member** of the local community;
- Maintain **complete and accurate records**, as required to conduct our roles;
- Actively advance our best interests by **upholding these values and principles** at all times.

12 Aug 2019  
**Approval Date**

12 Aug 2020  
**Review Date**



**Lachlan Wallace**  
Chief Executive Officer / Managing Director

**\*\*\*PLEASE NOTE: BREACHES OF THE CODE OF CONDUCT MAY RESULT IN DISCIPLINARY ACTION BEING TAKEN\*\*\***

Should you become aware of a breach (or potential breach) of the Code, you **must** bring it to the attention of your Manager or Human Resources.