

Code of Conduct

The principles of Hillgrove Resources' Code of Conduct are founded upon the core values of safety, integrity and delivery and are embodied throughout our policies and company standards. The conditions and expected behaviours outlined in this Code of Conduct apply to all Hillgrove Directors and employees and any third party who provides a service or conducts work for, or on behalf of, Hillgrove Resources. Any breaking of the conditions of this Code of Conduct will be taken seriously and result in disciplinary action and may include termination of employment or contract and result in the reporting of the breach to regulators or authorities where required.

Code of Conduct Principles and Expected Behaviour

- Nothing is more important than the mental and physical health and wellbeing of our Employees and people of the communities in which we are engaged with. We will continue to conduct our work to prevent harm to people and minimise adverse environmental impacts.
- All persons are to comply with their health and safety requirements and look out for each other.
- We recognise the rights of Indigenous landowners and custodians during our business undertakings and we conduct our business to avoid any adverse impacts to our host communities.
- We respect human rights and will not tolerate bullying, violence or any form of harassment in the workplace.
- We provide equal opportunity to all our people and do not discriminate on the basis of ethnicity, gender, nationality, religion, age, sexual orientation, disability, social status or class.
- We apply due diligence in assessing and understanding the safety and human rights performance and environmental performance of our supply chain business partners.
- We act with honesty and integrity in all our business dealings and social activities and avoid and forbid anti-competitive behaviour.
- Under no circumstances do we offer, give, or accept bribes or facilitation payments. This also applies to our agents, intermediaries, and any third parties acting on our behalf.
- We comply with anti-corruption laws and avoid conflicts of interest and disclose any actual or potential conflicts to direct report and regulators where required.
- We comply with any lawful directions, and all applicable laws and regulations at all times and avoid actions that could damage Hillgrove Resources' reputation.
- We maintain accuracy and transparency in all our financial and non-financial resources and transactions reporting.
- We protect our intellectual property and the privacy of personal data. We only use another party's intellectual property when permitted or authorised to do so.

The implementation and monitoring of this Code of Conduct will be overseen by the Hillgrove Board.

R (Bob) Fulker

CEO Hillgrove Resources

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