

Code of Conduct

SUMMARY

This code of conduct (Code) sets out the standards of conduct which the Directors, management and employees of the Company (collectively, the Employees) should comply with dealing with each other, clients, customers and the broader community.

Employees are expected to be aware of this Code, and at all times act with the highest levels of integrity, striving at all times to enhance the reputation and performance of the Company.

OUR COMMITMENT

The Directors and management of the Company approve and endorse this Code and support all it strives to achieve.

The Directors and management will adhere, at all times, to the Code and encourage all employees to be familiar with and comply with the Code in their dealings on behalf of the Company.

EQUAL OPPORTUNITY

The Company seeks to provide a work environment in which all employees are treated fairly and with respect.

The Company will treat all employees, and all applicants for employment with the Company, according to their skills, qualifications, competencies and potential.

WORKPLACE DISCRIMINATION

The Company will not permit discrimination, intimidation or harassment of, or by, employees on the basis of race, gender, marital status, natural origin or religious beliefs, or on the basis of any other personal characteristics protected by law.

Discrimination in the workplace is unacceptable conduct and the Company regards any actions that constitute discrimination or harassment as serious misconduct, which could lead to disciplinary action taken against the individual or individuals concerned.

COMPLIANCE WITH THE CODE

Employees who breach this Code will be, at the discretion of the Company, subject to disciplinary action, including summary dismissal in appropriate circumstances.