



# Code of Conduct

Resource Development Group Limited (RDG), and its subsidiaries, are committed to ensuring all its employees, management representatives and contractors operate in an acceptable manner.

It is a condition of employment, therefore, that all employees and contractors representing RDG comply with this Code of Conduct.

Our goal is to convey the guiding principles which outline what RDG expects of its employees, managers and contractors representing the group, regardless of their location.

In order to achieve this goal RDG will strive to:

- ✓ Lead by example and live up to the standards of our code;
- ✓ Act with honesty, integrity and fairness;
- ✓ Act with care, consideration and respect for others; and
- ✓ Provide an environment where people are able to raise their concerns and discuss them openly, without experiencing negative consequences.

In order to achieve this goal RDG requires its employees to:

- ✓ Accept responsibility and accountability for all actions;
- ✓ Utilise all company property and information only in accordance with legitimate business operations;
- ✓ Carry out all duties and requirements in a professional, dedicated and productive manner, aligning your behaviour with RDG's values and objectives;

- ✓ Conduct all activities with integrity and respect for others within the local community in which you are working in so as to maintain and promote our excellent reputation;
- ✓ Comply with all lawful and reasonable directions given by authorised supervisors or managers;
- ✓ When being provided with company and/or client accommodation ensure that all rules and regulations are upheld;
- ✓ Avoid action or activity that would give rise to any potential conflicts of interest between RDG and an individual; and
- ✓ Report any situation to senior management that appears to be outside the requirements of the code.

Andrew Ellison  
Chairman