



Code of Conduct

LANDROC is committed to exhibiting behaviours that reflect our commitment to sustainability and corporate social responsibility in a successful commercial environment. Our conduct reflects who we are as an organisation and the values that we uphold. The Code applies to directors, officers and employees of LANDROC Pty Ltd.

The purpose of this Code is to ensure that all LANDROC employees, consultants and contractors are aware of the expectations placed on them and their behaviour as representatives of LANDROC. All personnel must comply with the LANDROC Code of Conduct at all times. LANDROC personnel are often required to work on people's traditional lands and properties, and must respect the people on whose lands and in whose communities we operate.

The Code:

- We are committed to work in a manner that ensures an incident and accident-free workplace
- We are committed to the health and well-being of our people
- We are committed to work in a workplace where diversity is valued, our dealings are respectful and free of discrimination, bullying or harassment
- We will attend work fit and job-ready, and free from impairment from illegal or legal drugs
- We work in such a manner to sustain and enhance our social licence to operate including positive dealings with members of the public
- We are respectful of the communities, landholders, and traditional custodians of the lands on which we conduct our business
- We minimise our environmental footprint
- We are committed to the principles of free and fair competition whilst affording our communities fair and reasonable access to opportunities
- We will conduct our business fairly and with integrity
- We will protect the privacy of our personnel and customers in accordance with the laws of the jurisdictions in which we operate
- We will protect our intellectual property and respect the IP of others
- We will conduct our business with commercial rigour and good governance.