

## Code of Conduct

### 1. Purpose

This code of conduct sets out standards with which CI Resources Limited (CI Resources or the Company), its directors and officers are required to comply with when dealing with each other, shareholders and the broader community.

### 2. Business integrity

- 2.1. CI Resources conducts its business honestly, fairly and with integrity.
- 2.2. CI Resources, its directors and officers must not take unfair advantage of any other person or entity. This prohibition extends to illegal practices, such as misleading and deceptive conduct, misrepresentation and undue influence, and to practices which are legal but unethical.

### 3. Corporate social responsibility

- 3.1. CI Resources is committed to being a responsible corporate citizen and recognises its responsibilities to the communities in which it operates.
- 3.2. In supporting the communities where we operate, we recognise that we have a responsibility to respect human rights in our operations and supply chains, and this includes taking steps to assess and address modern slavery risks, which has no place in any community.
- 3.3. CI Resources is committed to sustainable environmental management of its operations. CI Resources recognises, considers and respects environmental issues which arise in relation to its activities, and complies with all applicable legal requirements.

### 4. Confidentiality and privacy

- 4.1. Directors and officers may be given confidential or personal information by CI Resources, its customers, suppliers or other stakeholders.
- 4.2. Unless required by law, this information must not be disclosed or discussed outside the scope for which the information was provided. In particular, the information must not be disclosed or discussed after the director or officer leaves CI Resources.

### 5. Financial inducements

- 5.1. CI Resources does not directly or indirectly offer, pay, solicit or accept payments or payments in kind made for the purpose of influencing individuals to confer benefits or reach favourable decisions.
- 5.2. This policy extends to the CI Resources' directors, officers and other agents representing the Company's interests.
- 5.3. Directors and officers should only offer or accept gifts, hospitality and entertainment if they form the opinion that doing so could not be interpreted as creating an obligation or affecting a business decision.

### 6. Equal opportunity

- 6.1. Candidates for positions with CI Resources will be evaluated on merit and according to equal opportunity principles.

- 6.2. Directors and officers will treat colleagues fairly. Any form of discrimination or harassment will not be tolerated.

## **7. Conflicts of Interest**

- 7.1. Directors and officers must not improperly use their position, or property or information obtained as a result of their position for personal gain or to the detriment of the Company.
- 7.2. Directors and officers must not place themselves, or allow themselves to be placed, in a situation of conflict of interest, or in a position where they may reasonably be perceived to be in a position of conflict of interest.
- 7.3. Directors and officers who find themselves in a position of actual or perceived conflict of interest must disclose the matter to the Chairperson, or in the Chairperson's absence, a Company Secretary.
- 7.4. In this section, a situation of "conflict of interest" means a situation where an individual's personal interests conflict with the Company's interests.

## **8. Reporting and review**

- 8.1. Any breach of compliance with this code must be reported to the Chairperson. The Chairperson will presume that any person reporting his or her own breach has acted in good faith. The Chairperson will keep the report in confidence unless that presumption is displaced, unless disclosure is required by law, regulations or company policy.
  - 8.2. A Director or Officer who becomes aware of or reasonably suspects a breach of this Code must report the breach (or suspected breach) to the Chairperson.
  - 8.3. The Board will review this Code as part of its evaluation process.
-

