

Code of Conduct

Aurelia recognises that the achievement of its Vision and overall success is reliant on conducting its business guided by clear values, appropriate standards of behaviour, ethics and integrity in accordance with the law and societal expectations. Our performance and reputation both internally and externally depends on the individual and collective actions of our people aligned to our Code of Conduct.

For the safety and wellbeing of our people and the benefit of our shareholders and the communities in which we operate we value:

- **Integrity** > We do what's right
- **Certainty** > We plan and execute well
- **Courage** > We step up
- **Performance** > We own the result

In support of these values, we are committed to:

- Complying with the laws of the jurisdictions where we work.
- Adhering to all Aurelia policies, standards, rules and contractual obligations.
- Providing a safe workplace and ensuring that the safety of our people and environment are proactively managed to mitigate harm.
- Working ethically, professionally, and respectfully at all times with our work colleagues, business partners, communities and other external stakeholders.
- Providing timely and accurate information to shareholders and investors.
- Creating a safe and inclusive workplace free from sexual harassment, bullying and all forms of discrimination.
- Avoiding real or perceived conflicts of interests.
- Never offering, promising, giving, demanding or accepting any advantage that is not legitimately due, either directly or indirectly, in the course of Aurelia business.
- Maintaining the confidentiality of all sensitive and privileged Aurelia information.
- Using Aurelia funds and allocating Aurelia resources in accordance with approved Delegations of Authority.
- Having systems, measures and controls in place for monitoring compliance with this Code of Conduct.
- Encouraging and providing avenues for people to speak up when Aurelia and its employees are not meeting this Code of Conduct and providing the full protection of the Aurelia Leadership Team and Board for genuine reporting.

It is the responsibility of each director, officer, employee, and contractor to comply with this Code of Conduct and read, understand and work to the Aurelia Way and this Code of Conduct. This Code of Conduct guides all aspects of the business, from how we conduct ourselves internally with our colleagues as well as our external stakeholders, to the day-to-day decisions we make and the standards we apply.

It is the responsibility of Aurelia supervisors, superintendents, team leaders and managers to ensure all direct reports and business partners are made aware of this Code of Conduct and all documents that support this Code of Conduct.

By working in accordance with this Code of Conduct and the Aurelia Way you can expect to work in a respectful, constructive and rewarding workplace of like-minded professional people who demonstrate high levels of integrity, ethical conduct and responsible business practices.

Dan Clifford
Managing Director & CEO