



# HERITAGE MINERALS

## CODE OF CONDUCT POLICY STATEMENT

### Heritage Minerals Is Committed to:

Providing a policy outlining key business values, principles and workplace practices required to be embraced and followed by management and workers of Heritage Minerals. The policies and practices established in Heritage Minerals codes of conduct, establishes the framework and authority upon which Heritage Minerals workers are required to conduct their work.

Heritage Minerals code of conduct is underpinned by the Heritage Minerals Policies and SOPs, namely but not limited to:

- Issue management SOP.
- Bullying & harassment SOP.
- Diversity & Inclusion policy, and
- Health & safety policy.

Complying with the code of conduct policy is a condition of employment and it is each workers accountability to familiarise yourself with all the internal policies and SOPs. In addition to the policies stated above, this document contains policies relating to the following areas:


### Heritage Minerals Values:

- Privacy and confidentiality.
- Conflict of interest.
- Legal, professional and policy compliance.
- Ethical businesses practices, and
- Quality.

The business unit may have, from time to time, additional, business unit and site related policies detailing expectations, requirements and SOPs.

Heritage Minerals principal business purpose is to deliver sustainable and responsible wealth creation for our shareholders. The key business values that should inform, drive and be reflected in all our work practices are:

- Integrity (do the right things, do things right, say what you do and do what you say).
- Honesty and openness in communication (ethical and honest dealings with all stakeholders in the business and openness in communications on an informed and need to know basis with due regard to privacy and confidentiality).
- Outstanding customer service (customers are the internal and external organisations and individuals that receive our work outputs).
- Safety (the creation and relentless maintenance of a healthy and safe work environment and best safe work practices in everything we do), and
- Teamwork (effective internal and external partnering and collaboration to achieve an agreed business result).

<b>Heritage Minerals Representative:</b>	Malcolm Peterson
<b>Position:</b>	Chief Executive Officer (CEO)
<b>Signature:</b>	
<b>Date:</b>	03/05/2022

