



HERITAGE MINERALS

CODE OF CONDUCT POLICY

Heritage Minerals is committed to:

Maintaining and continually improving Heritage Minerals Environmental Management System certified to ISO 14001 Environmental Management Systems, which covers Social and Governance forming Heritage Minerals Environmental, Social and Governance (ESG) system

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 resolution SOP
- Bullying & harassment SOP
- Diversity & inclusion policy
- Work health & safety policy
- Environmental policy
- Quality 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, these documents contain processes relating to the following areas:

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

Heritage Minerals principal business purpose is to deliver sustainable and responsible wealth creation for Heritage Minerals stakeholders. The key business values that inform, drive and be reflected in all Heritage Minerals 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 Heritage Minerals work outputs
- Safety, the creation and relentless maintenance of a healthy and safe work environment and best safe work practices in everything Heritage Minerals does

- Teamwork, effective internal and external partnering, and collaboration to achieve an agreed business result).

Name: Peter Mellor
Position: Chief Executive Officer (CEO)
Signature: 
Date: 24/02/2026