



EMERALD

RESOURCES NL

ACN 009 795 046

CODE OF CONDUCT POLICY

Emerald Resources NL (Emerald) is committed to providing a workplace that respects the rights of all employees. We will provide a workplace that is reasonable, honest, and free of harassment, hostility and offensive behaviours. This Code of Conduct policy applies to all personnel including employees, contractors and visitors working for, and representing Emerald.

All personnel shall:

- Maintain the highest degree of personal conduct at all times;
- Comply with legislation by operating and behaving within the laws;
- Accept their responsibilities with integrity and be accountable for their decisions;
- Not misuse authority for personal gain;
- Comply with any lawful and reasonable directions given by a person in authority;
- Accept only such work that they believe they are competent to perform, and if necessary, obtain expert advice;
- Protect property and assets of Emerald that are under their control and safeguard from loss, theft or unauthorised use;
- Respect the confidentiality of Company information which comes to them in the course of their duties;
- Not disclose Company information without authorisation, including but not limited to internal Company documents, images of the workplace and information about the operations of the Company;
- Not submit or accept any bribe or other improper inducement and avoid situations where their personal interests could conflict with the interests of Emerald, and where a conflict exists declare it to their supervisor; and
- Emerald commits to comply with division 70 of the Australian criminal code 1995 (CTH): Foreign Bribery, and will include a management plan for “Anti-Corruption and Bribery” for the guidance of the Emerald workforce.

The organisation shall:

- Ensure all contracts and terms of business are clear, concise and honoured in full, unless terminated or modified by mutual consent;
- Endorse the exclusion of corrupt practices; and
- Respect cultural, moral standards and the dignity of all individuals.

Adherence to this Code of Conduct Policy is fundamental to Emerald’s reputation in the community; therefore strict compliance with this Code is a condition of employment.

Authorised on behalf of the Emerald Board of Directors.



Morgan Hart

Managing Director

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