

Code of Conduct

All employees and contractors of Ramelius Resources Limited and its subsidiaries (“Ramelius”) are expected to observe appropriate standards of behaviour, ethics and integrity as a condition of their employment.

Ramelius’ values include honesty, fairness and respect and its culture is defined by a ‘fit-for purpose and can-do’ attitude.

The standards expected of employees and contractors include:

- Honesty and fairness in all dealings with customers, co-workers, management and the public;
- Respect for Ramelius’ equipment, supplies and property;
- Compliance with Ramelius policies, procedures, rules and contractual obligations;
- Compliance with all relevant industry legislative requirements in the performance of all duties;
- Adherence to appropriate Professional Codes of Practice and/or ethics;
- Compliance with all reasonable and lawful instructions of managers and supervisors;
- Observation of occupational health and safety rules, responsibilities and practices at all times;
- Adherence to the confidentiality of information, records, or other sensitive material acquired during employment and /or after the cessation of employment with Ramelius;
- Not making unauthorised statements to the media about Ramelius. Requests for media statements must be referred to the appropriate Manager/Supervisor or responsible person;
- Not posting on any social media platform material that could reasonably be deemed to be inappropriate or unlawful, including posts that are bullying, threatening, defamatory, racist, sexist, obscene, discriminatory, or profane, whether obscured by symbols or not, or which contravenes any existing Ramelius Resources policy or standard;
- Not using the Ramelius logo, name, email address or other company symbol or image except when authorised to do so;
- No fighting in the workplace;
- No offensive language and/or behaviour in the workplace;
- No unlawful discrimination or harassment in the workplace; and
- Not consuming or be under the influence of alcohol and/or other drugs in the workplace.

A breach of this Code of Conduct by any employee will result in disciplinary action being taken.

Mark Zeptner
Managing Director
22 August 2019

Related Policies

- Areas of Interest

Responsible Officer

The Managing Director has full responsibility for this policy.

Date of Approval

22 August 2019

Revision Dates

This policy will be reviewed three years after the date of approval.