

Code of Conduct Policy



At Ramelius, we adhere to high standards of business ethics. We expect our Board, employees and contractors to behave at all times in line with our Values.

We are committed to:

- Living our values and incorporating these in the way we work at all levels of our business
- Engaging with and educating management, employees and other stakeholders on our expectations for behaviour
- Ensuring high standards of ethical, honest and respectful behaviour are maintained at all times
- Complying with all laws and standards governing ethical business conduct and expected norms of behaviour

Our values and our commitments to the community are reflected in the personal behaviour of each of us.

We therefore will not tolerate behaviour that falls short of our commitments and expectations and will take appropriate disciplinary action in response.

It is expected that all Directors, employees and contractors (Ramelius personnel) conduct themselves in the following manner:

- Act with honesty, transparency and fairness in all dealings with all stakeholders
- Comply with all Ramelius internal and legal compliance requirements
- Comply with direction and instruction given by management
- Act safely and observe safety management system requirements
- Do not disclose Ramelius confidential information to anyone any time
- Do not engage in anti social, discriminatory or harassing behaviour in the workplace at any time
- Act in a manner that meets the requirements of all applicable laws and Ramelius policies
- Do not post any inappropriate or unlawful material on social media or other platforms and all comments about Ramelius must be approved before published
- Do not use Ramelius information technology or communications for any inappropriate or unlawful purpose
- Do not consume or be under the influence of alcohol or drugs in the workplace
- Do not steal or damage property of the company, employees, contractors or other stakeholders
- Raise the alarm if anyone fails to adhere to these expectations by reporting conduct through the appropriate channel, including confidentially as a Whistleblower

Mark Zeptner
Managing Director

February 2025