

Code of Ethics

The Code of Ethics for Decmil (inclusive of all subsidiary companies of Decmil Group Limited, collectively referred to in this Policy as Decmil) sets out the principles, practices and standards of personal conduct expected of everyone who works for Decmil (including employees, contractors and subcontractors).

Our Code of Ethics should be implemented in all business activities in all business activities, and it should be used as a guide to determine what we do and how we do it.

In conducting our business, we will:

- **Comply with Laws:** We will comply with all applicable laws, regulations and statutory obligations that apply to our business as a minimum.
- **Act with Integrity:** We will deal honestly, fairly and with respect toward all stakeholders in every aspect of our business.
- **Respect People:** We will ensure equal opportunity and prevent harassment, bullying and unlawful discrimination of any person.
- **Operate Safely:** We will comply fully with our occupational health and safety practices, and always place health and safety as the primary consideration in decision-making.
- **Manage Risk:** It is our responsibility to measure and to seek ways to mitigate and manage risk in our business.
- **Protect our Environment:** We are committed to conducting our business in ways that protect and manage environmental impacts, and will continually strive to improve our environmental management practices.
- **Manage Assets:** We will ensure that company assets are used effectively, maintained regularly, and operated in the best interest of stakeholders.
- **Protect Intellectual Property:** We agree to retain and protect the intellectual property of Decmil and others through dealing will information confidentially and appropriately.
- **Support the Community:** We will support the communities in which we operate, to help create healthy, vibrant and cohesive community.
- **Honour Contractual Obligations:** We will manage contracts with our co-venturers and customers, and base our relationships, on trust and mutual advantage.
- **Develop Employees:** We recognise, reward and develop proactive employees who underpin and sustain our business success.

A handwritten signature in blue ink, appearing to read "Dickie Dique".

Dickie Dique

Managing Director and Chief Executive Officer