

# COMPANY CODE OF CONDUCT

## INTRODUCTION

The purpose of the Code of Conduct is to guide and enhance the conduct and behaviour of Westgold Resources Limited ("Westgold" or "the Company") directors, officers, employees and contractors in performing their everyday roles.

The code encourages and fosters a culture of integrity and responsibility with the focus of augmenting our reputation as a valued employer, business partner and corporate citizen, in all our relationships.

The Westgold Code of Conduct underpins the way our Company wishes to operate and should be understood and abided by all concerned.


## CORE VALUES

Our Core Values define our culture, our behaviour, our actions and the demeanour we are expected to portray in every activity our employees and stakeholders perform under our company name.


In building our culture we portray key considerations as a written and mental checklist for achieving outcomes from our actions:




**CORE VALUES**

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**DO THE RIGHT THING**  
Be honest, dependable and loyal. Accept responsibility for our actions. Make and support business decisions through experience and good judgment.
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**BE PASSIONATE**  
Show pride, enthusiasm and dedication in everything that we do.
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**TAKE ACTION**  
Be proactive, be bold and decisive. Act before there is a problem, and if you find one, run to it – do not try and solve it from a distance.
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**GET RESULTS**  
Deliver on our commitments, demonstrate leadership and have the courage to speak up and challenge the status quo.
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**NO HARM**  
Home without harm, everyone, every day. The health, safety and wellbeing of our people, the community and the environment is paramount. Take ownership of preserving and promoting a safe and productive workplace.

**WESTGOLD**  
RESOURCES LIMITED

## **THE CODE**

### **Respect for Persons**

Directors, officers, employees and contractors should approach dealings with other persons equitably and with respect. This involves:

- Courtesy and responsiveness in dealing with others.
- Fairness in supervision and dealing with other staff by valuing colleagues and their personal commitment to meet shared objectives.
- Encouraging co-operation and engaging rational debate to accomplish alternative points of view.
- Avoiding behaviour that might reasonably be perceived as harassment, bullying or intimidation.
- Understanding and responding to the needs of our business partners and other stakeholders.

### **Respect for the Law**

Directors, officers, employees and contractors should respect the law and act accordingly by observing and respecting the laws, customs and business methods of all countries in which we operate to the extent that we adhere to the underlying principles of our Code of Conduct.

### **Integrity**

Directors, officers, employees and contractors should consistently maintain their integrity whilst carrying out their duties by avoiding conflicts between their private interests and their responsibilities with respect to:

- Personal, financial and sexual relationships.
- Receipt of gifts and other benefits that may create an obligation.
- Use of confidential information obtained in the course of your duties.
- External activities and public comment.

### **Diligence**

Directors, officers, employees and contractors should carry out their roles in a professional and conscientious manner. This involves:

- Endeavouring to achieve highest standards of performance and adhering to professional codes of conduct where applicable.
- Exercising care for others in employment-related activities.
- Taking responsibility for all issues for which we have control.
- Reporting fraudulent or corrupt activities.

### **Economy and Efficiency**

Directors, officers, employees and contractors should carry out their roles in a cost effective and responsible manner. This includes:

- Using Westgold property and equipment only for authorised company business.
- Avoiding waste of company resources.
- Maintaining adequate security over Westgold property and resources.

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