



1A Purdie Avenue Ardross Perth Western Australia 6153  
Phone 0419 655 525  
Email: [info@rainesresources.com.au](mailto:info@rainesresources.com.au)

## **Code of Conduct Policy**

### **Purpose**

Raines Resources P/L including any of its subsidiaries, is committed to upholding the highest standards of ethical conduct and fostering a respectful and inclusive workplace, in accordance with its policies and relevant legislation, including but not limited to the Fair Work Act 2009 and the Equal Opportunity Act 1984. This Code of Conduct outlines the principles and expectations that guide our actions and interactions with colleagues, clients, partners, and the community. By adhering to this Code, we demonstrate our commitment to integrity, professionalism, and responsible business practices.

### **COMMITMENT**

By adhering to this Code of Conduct, we contribute to a positive work environment, uphold our company's reputation, and build strong relationships with our stakeholders. Each employee is responsible for understanding and adhering to this Code and promoting a culture of ethical behaviour and integrity throughout the organisation. Non-compliance with this Code of Conduct may lead to disciplinary action, including up to termination of employment.

### **POLICY STATEMENT**

#### **Compliance with Laws and Regulations**

We will comply with all applicable laws, regulations, and industry standards in Australia. Violations of laws or regulations are strictly prohibited and may result in disciplinary action, up to and including termination of employment.

#### **Integrity and Honesty**

We conduct our business with honesty, transparency, and integrity. We will not engage in any form of fraud, bribery, corruption, or dishonest practices. Accurate and timely reporting of financial and nonfinancial information is essential to maintain the trust of stakeholders.

#### **Respect and Inclusion**

We value diversity and treat all individuals with respect, dignity, and fairness. Discrimination, harassment, or any form of disrespectful behaviour will not be tolerated. We foster a workplace culture that embraces diversity and inclusivity, in accordance with the Equal Opportunity Act and other applicable legislation.

#### **Confidentiality and Intellectual Property**

Employees must maintain the confidentiality of sensitive and proprietary information entrusted to them by the company, clients, or partners. We are committed to protecting personal data and complying with data protection as well as Intellectual Property laws.



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### **Conflict of Interest**

We avoid situations that may create a conflict of interest between personal, financial, or other interests and the company's best interests. Employees must disclose any potential conflicts of interest and act in the company's best interests

### **Safety and Well-being**

We prioritise the health and safety of our employees, clients, and visitors. All employees are responsible for following health and safety guidelines, reporting hazards, and promoting a safe work environment.

### **Reporting Violations**

Employees are encouraged to report any suspected violations of this Code of Conduct or any concerns about unethical behaviour. Reports can be made through designated reporting channels, and all reports will be treated confidentially and with respect.

### **Environmental Policy Statement**

Raines Resources P/L including any of its subsidiaries, is committed to minimising our environmental impact and promoting sustainable practices. We will comply with environmental laws and actively seek ways to reduce waste and conserve resources.

### **Review**

This Policy will be reviewed periodically to ensure its effectiveness and alignment with our company values, business needs, and legal requirements. Any changes to this Policy will be communicated to all employees in a timely manner.

Alan Raines

Chief Executive Officer

Raines Resources P/L