

The Company requires its Directors, employees and contractors to observe the highest standards of behaviour and business ethics in respect of its operations.

The Company and its officers, employees and contractors will:

- be responsible and accountable for their actions and the manner in which they perform their functions and duties;
- comply with all relevant laws and act honestly and with integrity;
- not engage in deceptive or misleading conduct;
- not allow any private interests to conflict with their obligations and duties to the Company;
- not accept gifts or other benefits which might influence the manner in which they carry out their duties;
- not offer gifts or other benefits which might unduly influence the manner in which the recipient may carry out business with the Company;
- maintain a safe and healthy work environment;
- treat all persons with respect and dignity and not discriminate on the basis of sex, race, religion, politics, age or other personal differences;
- encourage cooperation among their fellow workers and value their commitment and endeavours in carrying out their functions and duties;
- only use Company assets for proper business purposes;
- keep confidential any information in relation to the Company's operations and not disclose the information unless properly authorised;
- achieve compatibility between their operations and the maintenance of the environment, assess and monitor the environmental effects of their activities as well as rehabilitate the environment affected by their operations;
- recognise and have regard to cultural heritage and have regard for local communities in which the Company operates as well as encourage and support community interests;
- ensure that there is a culture that encourages behaviour, and a methodology for implementing processes, to ensure the safety and health of employees and contractors and communities near any site of operation;
- ensure that safety and health are considered systematically as part of the planning and management of the Company's operations;
- conduct all operations in an environmentally responsible manner so that the operations are compatible with the maintenance of the environment;
- give appropriate consideration to the fauna, flora, air, land and water and as well as community health and culture which might be affected by any proposed operation;

- not allow any person to be disadvantaged in honestly reporting any breach of this Code of Conduct to senior management or any Director.

Each of the officers and employees of the Company and its subsidiaries will be given a copy of this Code of Conduct and are to comply with it. Its implementation will be reviewed by the Board of Directors each year

**This Code was approved, by the Decmil Limited Board on 23<sup>rd</sup> June 2010.**



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**Denis Criddle**

**Chairman of the Board**