



Ridley Corporation Limited

Code of Conduct

PURPOSE

The Ridley Code of Conduct provides a clear framework within which all directors and employees are expected to operate. It reflects our Values and our Strategic Plan.

THE SIX PRINCIPLES OF THE RIDLEY CODE

The Ridley Code is based on six Principles:

1. We operate in accordance with occupational health and safety and environmental rules and policies at all times.
2. We treat each other with dignity and respect.
3. We comply with the law in all the countries and territories where we operate.
4. We are honest and fair and ensure that our behaviour is beyond reproach in all our dealings.
5. We use Ridley's property responsibly and safely.
6. We are accountable for our actions and responsible for their consequences.

THE RIDLEY CODE OF CONDUCT

1. We operate in accordance with occupational health and safety and environmental rules and policies at all times.

- We continuously improve our working practices, minimising the risk of injuries, occupational illnesses and environmental incidents.
- We immediately report all safety hazards, work-related accidents and injuries, including near-misses.
- We operate to minimise the impact on our environment.
- We ensure that all visitors, contractors and new employees are inducted safely.
- We do not tolerate violent behaviour or threats of violent behaviour.
- We have zero tolerance for illegal drugs, alcohol or reckless behaviour on company sites.

2. We treat each other with dignity and respect:

- We recognise and value diversity.
- We do not tolerate harassment, bullying or discrimination.

- We have a strong customer focus, working to deliver quality products and services, with a continuous improvement mindset.

3. We respect the law and act accordingly.

- We understand and comply with the laws, rules and regulations which relate to our own particular area of activity and the countries in which we operate.
- We will not participate in, or condone in any way, dishonest, illegal or corrupt business practices.
- We each have an obligation to protect the company's assets. Anyone found to be defrauding the company may be dismissed and become the subject of criminal prosecution.
- We use and handle personal information in compliance with Privacy Laws.

4. We are honest and fair in our dealings.

- We will not use coercive or misleading practices.
- We will never knowingly falsifying or wrongfully withhold information from colleagues or business associates, including information relating to the preparation of our financial statements.
- We do not place ourselves in situations where our private interests could conflict directly or indirectly with our obligations to Ridley. If we do have a conflict, we will declare it.
- We do not accept or make gifts or favours which could be construed as being payments likely to influence business conduct.
- We do not act in ways that may cause others to question either our commitment to Ridley, or the way in which Ridley does business.
- We do not deal, or encourage others to deal in securities, whether Ridley securities or those of customers or suppliers, when we are in possession of inside information.
- We immediately reporting breaches of the Code.

5. We use Ridley's property responsibly and safely.

- We only use Ridley's property for company business, unless we are duly authorised otherwise.
- We are properly trained for all the tasks we undertake and we follow instructions at each site to minimise the risk of injury.
- We comply with safety guidelines and wear appropriate protective clothing at all times.
- We store confidential information and sensitive material securely at all times and take reasonable and sensible precautions to ensure that company property is not stolen or mislaid.

6. We are accountable for our actions.

- We take personal responsibility for all issues over which we have control and for the manner in which these are addressed.
- We do not disclose any confidential information relating to any aspect of Ridley's business to third parties without prior authorisation.
- We protect our customers by maintaining the quality of our products.
- We respect local communities, because we are part of these communities.
- We operate a sustainable business by managing our environmental impact through the efficient use of resources such as water and energy, whilst actively reducing waste generated from our activities.

The Code of Conduct in Action

In the event that a Director or employee wishes to report a breach of the Code, the following avenues are available:

1. Report to immediate Supervisor, Manager, to HR or any member of the Lead Team.
2. Access to Faircall. Faircall is an independent, confidential service that is available to anyone who wishes to report a breach of the Code. Faircall can be accessed on **1800 500 965**; by email to faircall@kpmg.com.au or mail to The Faircall Manager, KPMG Forensic, PO Box H67, Australia Square, Sydney NSW 1213.