



Code of Conduct Policy

Abra Mining Pty Ltd (“AMPL” or the “Company”) is committed to ensuring that all employees, including senior management and directors, as well as contractors, and visitors act with integrity, act ethically, and exhibit appropriate and responsible behaviour in the best interests of the organisation. Staff must respect the laws and business methods of the country and state in which we operate.

Staff should ensure that they understand and abide by AMPL’s Code of Conduct Policy whilst at work, at work-related functions, whilst travelling on company business, in work related accommodation or in any situation where there is a connection with the Company.

AMPL expect all staff to treat other people with respect and fairness and appreciate alternative points of view in open communication. Staff must be cooperative, responsive, courteous, and respectful and not behave in a way that might be perceived as disrespectful, harassing, bullying or intimidating.

Staff must avoid any conflicts of interest by not participating in any business or personal decisions where there is conflict between private interests and the responsibilities of the staff member. Staff will not accept any gifts or benefits from external business parties that are not declared and approved by their manager.

Confidential information about AMPL or any related external stakeholders is not to be used for personal gain and staff will not engage in any external activities or public comment if doing so could damage the reputation of AMPL or any related external stakeholders.

AMPL’s core values and procedures form the basis of the Code of Conduct expectations whilst at work.

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|  <p>VALUES</p> <p>Does it fit with our Values? Does it fit with your personal values?</p> |  <p>SAFETY & THE ENVIRONMENT</p> <p>Does it keep everyone safe and healthy, and protect the environment – both directly and indirectly?</p> |  <p>LAW & POLICIES</p> <p>Is it Legal? Is it in line with our Policies, Standards & Procedures?</p> |  <p>MEDIA</p> <p>If the story appeared in the newspaper or media, would you be comfortable with it?</p> |  <p>FAMILY</p> <p>Would you tell your partner, child, or friend to make the same decision?</p> |
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All staff are expected to work in a professional and conscientious manner, working hard, working safely, caring for others, being accountable and reporting any unsafe, fraudulent, or corrupt activities.

AMPL is committed to providing a workplace environment for all staff to work in that is respectful, collaborative, free from disruption and conflict and enables everyone to be able to perform their duties.

Anthony (Tony) James
Managing Director & CEO

April 2023