



resimac

POLICY DOCUMENT

CODE OF CONDUCT POLICY

- DECEMBER 2018 -

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Purpose

To set out clear guidelines and standards for the behaviour and conduct required for all members of Resimac Limited and its subsidiaries (“Resimac”).

Scope

This policy applies to all Resimac Employees.

Policy

Resimac expectations of behaviour are underpinned by the Resimac Values of:

- Quality
- Passion
- Respect
- Accountability
- Professionalism & Integrity
- Agility

Resimac Personnel are required to perform their duties in a professional, courteous and responsible manner with due regard for Resimac policies and procedures and other legal requirements and obligations.

Resimac Personnel are expected to:

- Act honestly, in good faith and with respect for the trust placed in them. Personnel are required to maintain the security, integrity and confidentiality of all relevant Resimac company information and intellectual property.
- Maintain the skills necessary to carry out their duties and keep up-to-date with changes in the body of knowledge, professional and ethical standards relevant to their area of expertise.
- Refrain from taking improper advantage of any official information gained in the course of their engagement with Resimac.
- Use their best endeavours to recognise, encourage and utilise the talent, strengths and potential of others in the team.
- Strive to achieve the highest product, service and professional standards for Resimac customers.
- Be accountable for their actions and to comply with prevailing community standards of equity, justice, fairness and compassion when dealing with others within and outside of Resimac.
- Refrain from behaving in any manner that may unfairly harm the reputation and career prospects of others.
- Treat everyone with courtesy, respect, kindness, consideration and sensitivity to their rights.

Resimac Executives and Directors are, in addition to the above requirements, expected to:

- Act with independence, accuracy and integrity in their dealings with the Resimac Board, Board Committees, Auditors, other senior managers and all external stakeholders.
- Ensure dealings with Resimac Personnel, stakeholders and the general public are transparent.
- Demonstrate and promote a high standard of conduct with respect to honesty, fairness, integrity, diligence and competency.

Associated Forms & Documents

- [List forms and documents]