



MILLENNIUM
MINERALS LIMITED
ABN 88 008 277 956

CODE OF CONDUCT

Millennium Minerals Limited (MML) is committed to providing a workplace that respects the rights of all employees. We will provide a workplace that is reasonable, honest, and free of harassment, hostility and offensive behaviours. This Code of Conduct applies to all personnel including employees, contractors and visitors working for MML.

All personnel shall:

- Maintain the highest degree of personal conduct at all times.
- Comply with legislation by operating and behaving within the laws.
- Accept their responsibilities with integrity and be accountable for their decisions.
- Not misuse authority for personal gain.
- Maintain a work environment free of discrimination, harassment or bullying.
- Comply with any lawful and reasonable directions given by a person in authority.
- Accept only such work that they believe they are competent to perform, and if necessary, obtain expert advice.
- Protect property and assets of MML that are under their control and safeguard from loss, theft or unauthorised use.
- Respect the confidentiality of company information which comes to them in the course of their duties including photographs and data.
- Not disclose company information, including photographs, without authorisation.
- Not submit or accept any bribe or other improper inducement and avoid situations where their personal interests could conflict with the interests of MML.

The organisation shall:

- Ensure all contracts and terms of business are clear, concise and honoured in full, unless terminated or modified by mutual consent.
- Endorse the exclusion of corrupt practices.
- Respect cultural, moral standards and the dignity of all individuals.

Adherence to this Code of Conduct is fundamental to MML's reputation in the community; therefore strict compliance with this Code is a condition of employment.



Peter Cash

Chief Executive Officer

Dated: July 2017

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