

# CODE OF CONDUCT

## PURPOSE

Bannerman Energys' code of conduct outlines the expected standards and behaviours to establish a strong foundation for ethical conduct and responsible business operations in alignment with its Values Statement.

## OUR COMMITMENT

The Board of Bannerman Energy expects all directors, senior executives, employees (or workers) and those of its subsidiaries through their role descriptions or employment contracts, to acknowledge their training, empowerment, and signed acceptance of a commitment to:

### 1. Act in accordance with Bannerman Energy's 'Values Statement':

- Familiarise yourself with the Values Statement as communicated and published on the company website.
- Ensure that your actions reflect the core operational values of being proactive, reliable, respectful, acting with integrity, and embracing diverse thinking.

### 2. Prioritise safety and adhere to established prevailing system documents:

- Abide by the policies, standards, guidelines, and procedures as trained or directed.
- Ensure compliance with safe work practices.
- Identify work-related risks and report any discrepancies or hazards that could affect compliance.

### 3. Act in the best interest of Bannerman Energy:

- Maintain transparency in all actions and decisions.
- Consider the impact of your actions on key stakeholders, including shareholders, employees, and the community.

### 4. Mitigate the impact of risks and address material issues:

- Identify and assess risks promptly.
- Take proactive steps to mitigate risks and resolve material issues effectively.

### 5. Act honestly and with high standards of personal integrity and trust:

- Uphold honesty in all dealings.
- Build trust through consistent ethical behaviour and decision-making.

### 6. Comply with all laws and regulations:

- Stay informed about applicable laws and regulations.
- Ensure all activities comply with legal requirements and industry standards.

**7. Act ethically, responsibly, and with ‘duty of care’:**

- Make decisions that reflect ethical principles and a commitment to responsibility.
- Demonstrate ‘duty of care’ in all interactions and operations.

**8. Deal with customers and suppliers fairly:**

- Engage with customers and suppliers with fairness and integrity.
- Avoid any practices that could be seen as exploitative or unfair.

**9. Contribute to an equitable and inclusive workplace culture:**

- Promote and respect human rights, gender equality, and diversity through affirmative action.

**10. Treat fellow workers with respect and zero tolerance for misconduct:**

- Foster a workplace environment free from gender-based violence, harassment, discrimination, bullying, or victimization.
- Support colleagues and uphold the dignity and respect of every individual.

**11. Disclose and deal appropriately with conflicts of interest:**

- Identify and disclose any conflicts between personal interests and professional duties.
- Manage conflicts transparently and in accordance with company policies.

**12. Not take advantage of company property or information:**

- Use company property and information responsibly and for their intended purposes.
- Avoid any misuse for personal gain or actions that could harm the company or its customers.

**13. Not take advantage of their position for personal gain:**

- Refrain from using your position to secure personal benefits or opportunities.
- Ensure that professional decisions are made in the best interest of the company.

**14. Report any breaches of the code or misconduct:**

- Report any violations of the Code of Conduct, misconduct, or improper state of affairs or circumstances.
- Use appropriate channels within the organisation or the Whistleblower Policy as necessary.

## **OUR OPERATIONAL VALUES**

These are the principles that guide our behaviour and decision-making process at Bannerman:

- **Proactive:** “We identify potential risks, get ready for what’s coming, quickly grab opportunities, and solve problems efficiently to ensure each person goes home safe and healthy every day.”
- **Reliable:** “We work hard to be excellent and keep our promises to the people we work with”
- **Respectful:** “We listen to and respect what everyone has to say”
- **Integrity:** “We are always honest and fair”
- **Diverse Thinking:** “We look for many ideas to help us innovate and make smart choices”

## REVIEW

This Code of Conduct will be reviewed or revised, with recommitment to occur within 2 years of its signature endorsement.

This ensures that the Code remains current and effective in guiding the ethical behaviour and practices of Bannerman Energy and its stakeholders.



Brandon Munro  
**Executive Chairman**  
22 May 2024



Gavin Chamberlain  
**Chief Executive Officer**  
22 May 2024