



NEW HOPE
GROUP

POLICY STATEMENT

Code of Conduct

The New Hope Group Code of Conduct is based on our Core Values of Integrity, Respect, Accountability, Safety, Resilience and Success.

INTEGRITY:	We are ethical, honest and can be trusted to do the right thing;
ACCOUNTABILITY:	We act in accordance with our obligations, deliver on our commitments and take responsibility for our actions;
RESPECT:	We listen to our stakeholders and treat others as we expect to be treated ourselves;
SAFETY:	We share a mutual responsibility to prevent harm and promote wellbeing;
RESILIENCE:	We strive to achieve long term sustainability by navigating through change and uncertainty; and
SUCCESS:	We take pride in the achievement of our goals, being innovative and making a positive difference.

These Core Values set the standard for how we work and what we do and provides guidance for everyone who works at New Hope. We believe they guide the decisions we make and the actions we take on a daily basis. The Code of Conduct defines the minimum requirements and provides direction and guidance in applying New Hope's Core Values.

The Code of Conduct represents our commitment to uphold ethical business practices and meet or exceed applicable legal requirements. In addition, the Code of Conduct is supported by New Hope's detailed policies and guidelines and consistent application of these documents will ensure equitable treatment.

When working for New Hope Group, employees, contractors and Company Directors are expected to:

- Treat each other, the community and all external parties with Respect, courtesy and fairness;
- Understand and meet all requirements within the Code of Conduct as well as the policies and guidelines that apply to their work
- Raise all questions and concerns, and never demonstrate retaliation for someone raising a concern;
- Never ignore a potential breach of the Code and speak up accordingly;
- Follow all Health and Safety requirements, relevant Government Regulations and Legislation and appropriate professional standards;
- Not act in a manner that is designed to gain unfair advantage for themselves or for other individuals, family, friends or business acquaintances.

We all have a responsibility to uphold the high standards of business conduct that we can all be proud of.

Shane Stephan
Managing Director and Chief Executive Officer

31st January 2019