

Code of Conduct Policy

Our Code of Conduct

Our Code of Conduct (Code) sets out the standards of behaviour expected of our directors, employees, consultants, contractors, and suppliers. Our Code upholds standards of good governance, builds trust with our stakeholders and ensures our long-term success.

Our Principles

Our Code is underpinned by our Principles, which are our shared beliefs that guide our behaviours, shape our decisions and actions, define what we stand for and how we operate:

No Shortcuts	We believe that we must be courageous in everything we do, by never compromising our standards, always doing what is right, and continuing to raise the bar in safety, performance and transparency every day.
Never Wasteful	We believe that to achieve our goals and deliver value we must be considered in how we approach our work. We plan effectively and spend money wisely to make every moment count.
Walk in their Shoes	We care for our clients, our work mates, and the communities where we work. We always act with integrity and to ensure everyone benefits, we seek to understand what really matters to them.
Smarter Together	We believe that smart people collaborate, as none of us are as smart as all of us. By valuing our diversity, working together, sharing knowledge and supporting each other, we're capable of exceptional things.
Enable Tomorrow	We believe that curious people can always discover safer, more efficient and more reliable ways of working. Through actively embracing change and innovation we are focused on continuous improvement.

We live our Principles and apply our Code through various actions, including:

- Acting in the best interest of the Company and all its stakeholders.
- Never compromising on our standards of safety, environmental and quality, which are essential to our success.
- Valuing diversity, working together, sharing knowledge and supporting each other.
- Acting responsibly in the workplace and treating others with dignity, respect and consideration at all times.
- Securing and protecting the property and information of the Company and its stakeholders.
- Making positive and sustainable economic, social, and environmental contributions wherever we operate.
- Communicating and using technology appropriately.
- Acting with honesty and integrity at all times, not making or receiving improper payments, benefits or gains and avoiding any potential conflict of interest.
- Competing fairly and complying with the laws in the countries where we operate.
- Being accountable for complying with the Code of Conduct and calling things out which are not right.

Our Code are set out in our Code of Conduct Booklet is provided to all employees and is made available on the Company's intranet, and website provides further details. It is reviewed biennially to ensure it remains relevant and effective. By working together and upholding our Code, we strengthen our culture, protect our Company and drive long-term success.

If you see or suspect behaviour that does not align with our Code, it is your responsibility to speak up. You can report concerns to your leader, a member of your Human Resources or Legal team or through our confidential Speak Up service.



Mark Norwell
Managing Director & CEO
Perenti

Approved by the Perenti Board on 12 May 2025