

## Purpose

The Ridley Code of Conduct (**Code**) provides a clear framework within which all directors and employees are expected to operate. It reflects our Values and our Strategic Plan.

## Our Values

We all want to be proud of who we work with, what we do, and how we do it. So, while we already strive to enhance our reputation for technical expertise and rich experience, we are also committed to being a great corporate citizen through safety, diversity and inclusivity.

Our Values are:

1. I'm owning It – I put my hand up to deliver an outcome and when I do, everyone can rely on me to do what it takes to get there.
2. I am in this together – I bring out the best in those around me through deep listening and genuine care. My success is that of my customers, partners and team.
3. I am looking ahead – I always look forward by asking “How can I make this better?” and being inspired by “What if?”

## The Seven Principles of the Ridley Code

The Ridley Code is based on seven Principles:

1. We operate in accordance with occupational health and safety and environmental rules and policies at all times.
2. We treat each other with dignity and respect.
3. We comply with the law in all the countries and territories where we operate.
4. We are honest and fair and ensure that our behaviour is beyond reproach in all our dealings.
5. We use Ridley's property responsibly and safely.
6. We are accountable for our actions and responsible for their consequences.
7. We act in accordance with our Values and in the best interests of Ridley.

## The Ridley Code of Conduct

The Ridley Code is based on seven Principles:

1. **We operate in accordance with occupational health and safety and environmental rules and policies at all times.**
  - We continuously improve our working practices, minimising the risk of injuries, occupational illnesses and environmental incidents.
  - We immediately report all safety hazards, work-related accidents and injuries, including near-misses.
  - We operate to minimise the impact on our environment.
  - We ensure that all visitors, contractors and new employees are inducted safely.
  - We do not tolerate violent behaviour or threats of violent behaviour.
  - We have zero tolerance for illegal drugs, alcohol or reckless behaviour on company sites.

**2. We treat each other with dignity and respect:**

- We recognise and value diversity.
- We do not tolerate harassment, bullying or discrimination.
- We have a strong customer focus, working to deliver quality products and services, with a continuous improvement mindset.

**3. We respect the law and act accordingly.**

- We understand and comply with the laws, rules and regulations which relate to our own particular area of activity and the countries in which we operate.
- We will not participate in, or condone in any way, dishonest, illegal or corrupt business practices.
- We each have an obligation to protect the company's assets. Anyone found to be defrauding the company may be dismissed and become the subject of criminal prosecution.
- We use and handle personal information in compliance with Privacy Laws.

**4. We are honest and fair in our dealings.**

- We will not use coercive or misleading practices.
- We will never knowingly falsifying or wrongfully withhold information from colleagues or business associates, including information relating to the preparation of our financial statements.
- We do not accept or make gifts or favours which could be construed as being payments likely to influence business conduct.
- We do not act in ways that may cause others to question either our commitment to Ridley, or the way in which Ridley does business.
- We do not deal, or encourage others to deal in securities, whether Ridley securities or those of customers or suppliers, when we are in possession of inside information.
- We immediately report breaches of the Code.

**5. We use Ridley's property responsibly and safely.**

- We only use Ridley's property for company business, unless we are duly authorised otherwise.
- We are properly trained for all the tasks we undertake and we follow instructions at each site to minimise the risk of injury.
- We comply with safety guidelines and wear appropriate protective clothing at all times.
- We store confidential information and sensitive material securely at all times and take reasonable and sensible precautions to ensure that company property is not stolen or mislaid.

**6. We are accountable for our actions.**

- We take personal responsibility for all issues over which we have control and for the manner in which these are addressed.
- We do not disclose any confidential information relating to any aspect of Ridley's business to third parties without prior authorisation.
- We protect our customers by maintaining the quality of our products.
- We respect local communities, because we are part of these communities.
- We operate a sustainable business by managing our environmental impact through the efficient use of resources such as water and energy, whilst actively reducing waste generated from our activities.
- We report any breaches of this Code, or any other Ridley policy to the relevant person in a timely manner.

**7. We act in accordance with our Values and in the best interests of Ridley.**

- We always act in accordance with our Values
- We do not place ourselves in situations where our interests could conflict directly or indirectly with our obligations to Ridley.
  - If we do have a conflict, we will declare it to the Head of People.
  - Example of conflicts of interest include, but are not limited to, hiring a relative or friend without declaring your relationship, working for another business that provides the same or similar services as Ridley.
- We will not take advantage of the property or information of Ridley, its customer or partners for personal gain or to cause detriment to Ridley, its customers or partners.

**The Code of Conduct in Action**

To report a breach of the Code, the following avenues are available:

1. Report to immediate Supervisor, Manager, the People Team or any member of the Lead Team.
2. Access to Stopline:  
Stopline is an independent, confidential service that is available to anyone who wishes to report a breach of the Code.  
Stopline can be accessed on **1300 30 45 50 (Australia)** or on the reverse charge number of **+61 3 9811 3275 (Thailand)**; byemail to [ridley@stopline.com.au](mailto:ridley@stopline.com.au) or to the website <https://ridley.stoplinereport.com/>

To disclose a conflict of interest – disclose the conflict to the Head of People.

Approved by the Board: August 2024