

# AUSTRALIAN UNITED INVESTMENT COMPANY LIMITED

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## CODE OF CONDUCT

### Objectives

This policy outlines the standards of behaviour expected of personnel of Australian United Investment Company Limited (the Company) when dealing with employees, contractors, volunteers, customers, suppliers, regulatory authorities and the general public.

### Guidelines

#### ***Act in accordance with the Company's Values***

The Company expects all Directors and employees to conduct themselves appropriately in line with the Company's Values:

- Integrity,
- Patient stewardship, and
- Commitment to growing long-term shareholder value.

This policy is provided to all external stakeholders who associate with the Company. It is expected that their personnel act in line with these Values. It is important that personnel not mislead others to act inappropriately, either by their actions or by choosing to ignore the inappropriate actions of others.

#### ***Be fair, inclusive and respectful of others***

The Company aims to foster a safe, inclusive and respectful workplace culture. Beyond compliance with laws and policies this includes ensuring the safety, health and wellbeing of colleagues. The Company's goal is to welcome diversity and to treat all individuals with dignity and respect.

#### ***Perform duties professionally***

The Company always expects professionalism, and that value and respect is given to the intellectual rights of everyone in the workplace. Professionalism requires maintenance of high standards of behaviour at all times and in all circumstances.

#### ***Adhere to policies, procedures and lawful directions from the Company***

The Company expects that Directors and employees comply with all policies, procedures and the law at all times. Personnel are responsible for understanding what laws apply to the work they do, and must not at any time involve the Company in any illegal conduct.

### Responsibility

It is the responsibility of all individuals to act appropriately in relation to professional conduct. This will enable the Company to maintain a workplace that is safe, inclusive and respectful and to comply with its ethical, environmental and legal requirements.

By approval of the Board  
14 July 2022