

Code of Conduct

The Board expects directors and all employees to observe high standards of conduct and ethical behaviour. All directors and employees are expected to act with integrity, striving at all times to enhance the reputation and performance of the Company. The Board has adopted a Code of Conduct for directors and all employees. The Code of Conduct is regularly reviewed and updated as necessary to ensure it reflects the highest standards of behaviour, professionalism and practices necessary to maintain confidence in the Company's integrity.

The Company's Code of Conduct states that all directors and employees will:

- Act in the best interests of the Company;
- Act honestly and with high standards or personal integrity;
- Comply with the laws and regulations that apply to the Company and its operations;
- Not knowingly participate in any illegal or unethical activity;
- Not enter into any arrangement or participate in any activity that would conflict with the Company's best interests or that would be likely to negatively affect the Company's reputation;
- Not take advantage of the property or information of the Company or its customers for personal gain or to cause detriment to the Company or its customers; and
- Not take advantage of their position or the opportunities arising there from for personal gain.

In addition to the Company's Code of Conduct, policies and procedures are also in place to ensure that confidentiality of information is maintained and that both actual and potential conflicts of interest are identified and managed.

Directors and all employees are made aware of their obligation to comply with the law in regard to trading in the Company's shares so as not to take advantage of property, information or position, or opportunities from these, for personal gain or to compete with the Company.