

**AUSMON RESOURCES LIMITED**  
**(ACN 134 358 964)**

**CODE OF CONDUCT**

**1. INTRODUCTION**

A reference to Ausmon Resources Limited (ASX:AOA) in this Policy is a reference to Ausmon Resources Limited (“the Company”) and each of its subsidiaries (together “the Group”).

This Code of Conduct sets out the minimum standards which the Board of directors, management, employees, consultants and contract partners of the Group are required to comply with, and the higher standards that the Board of directors encourages the Group to comply with, when dealing with each other, shareholders and the broader community

**2. OBJECTIVES**

The objectives of the Code are to ensure that:

- High standards of corporate and individual behaviour are observed by all employees in the context of their employment with the Group;
- Employees are aware of their responsibilities under their employment contract and always act in an ethical and professional manner consistent with the Group’s values; and
- All persons dealing with the Group, whether it be employees, shareholders, suppliers, customers or contract partners, can be assured the Group will act in a manner which is consistent with its values and stated practices.

**3. COMMITMENT OF THE BOARD OF DIRECTORS AND MANAGEMENT**

The Board and management approve and endorse this Code of conduct and support the Code and all it strives to achieve.

The Board and management encourage all staff to consider the principles of the Code and use them as a guide to determining how to respond when acting on behalf of the Group.

**4. RESPONSIBILITIES TO SHAREHOLDERS AND THE FINANCIAL COMMUNITY GENERALLY**

The Group aims to:

- Increase shareholder value within an appropriate framework which safeguards the rights and interests of the Company’s shareholders and the financial community;
- Comply with systems of control and accountability which the Group has in place as part of its corporate governance with openness and integrity.

## **5. RESPONSIBILITIES TO CUSTOMERS AND SUPPLIERS**

The Group must comply with all legislative and common law requirements which affect its business, in particular those in respect of occupational health and safety, the environment, native title and cultural heritage. Any transgression from the applicable legal rules must be reported to management or the Whistleblower Officer (refer to the Whistleblower Policy for details) as soon as a person becomes aware of such a transgression.

## **6. FAIR EMPLOYMENT PRACTICES**

The Group shall employ the best available staff with skills required to carry out vacant positions. Employment decisions will be made without considering a person's race, colour, religion, nationality ancestry, sex, pregnancy, marital or family status, sexual orientation, gender identity or expression, age, mental or physical disability, medical condition or other characteristics. The Group encourages affirmative action to increase employment for women and indigenous people.

The Group respects human rights everywhere we work and do business with others and will not tolerate any level of violence or threats of violence in the workplace.

The Group must ensure a safe work place and maintain appropriate workplace health and safety practices commensurate with the nature of its business and activities. Unsafe work practices must be reported to management or the Whistleblower Officer.

The Group prohibits discrimination, harassment and bullying in any form: verbal, physical or visual (including social media).

## **7. ACCOUNTING POLICIES AND DISCLOSURE**

The Group is committed to delivering to shareholders and the market accurate, timely and up-to-date information within both the letter and the spirit of the Listing Rules of the Australian Stock Exchange, all relevant laws and applicable accounting standards.

## **8. RESPONSIBILITY TO THE COMMUNITY**

The Group shall recognize, consider and respect environmental issues which arise in relation to its activities and must comply with all applicable legal requirements. The Group respects the cultural values, traditions and beliefs of indigenous people.

The Group will strive to improve our overall environmental performance where applicable.

## **9. RESPONSIBILITY TO THE INDIVIDUAL**

The Group recognizes and respects the rights of individuals and must comply with the applicable legal rules regarding discrimination, privacy, privileges, private and confidential information.

## **10. OBLIGATIONS RELATIVE TO FAIR COMPETITION AND DEALING**

The Group should deal with suppliers, contract partners and third parties in a way that is fair and unbiased, and should not engage in deceptive or misleading practices.

## **11. CONFLICTS OF INTEREST**

The Board, management and employees should not involve themselves in situations where there is a real or apparent conflict of interest between them as individuals and the interest of the Group. Where a real or apparent conflict of interest arises the matter should be brought to the attention of the Chairperson of the Board in the case of a board member, the Company Secretary in the case of a member of management or any other employee, so that it may be considered and dealt with in an appropriate manner for all concerned.

## **12. SHARE TRADING**

It is illegal to trade in shares while in the possession of unpublished price sensitive information. The Board, management, employees and consultants must comply with the Group's Securities Trading Policy.

## **13. USE OF THE GROUP'S ASSETS**

The Board, management and employees should protect the Group's assets and ensure their efficient and effective use, including taking care to prevent waste, loss, damage misuse or theft. The Group's assets should only be used for authorized and legitimate business purposes.

## **14. CONFIDENTIALITY**

The Board, management and employees shall maintain all confidential information in strict confidence, except when disclosure is permitted or legally required. Confidential information includes any non-public information concerning the Group's business, financial performance, drilling results or prospects, people related information and information provided by third parties. The obligation to continue confidentiality continues after your employment at the Group ends.

## **15. REPORTING AND COMPLIANCE WITH THE CODE**

The Company Secretary has responsibility for monitoring and ensuring compliance with this Code and will report to the Board on non-compliance.

It is expected that employees who become aware of know, suspected or potential case of any breach of this Code will make a report in accordance with the Whistleblower Policy.

## **16. POLICY REVIEW**

This Policy was approved by the Company's Board of Directors on 31 December 2019 and will be reviewed annually.