

YELLOW EDGE CODE OF BUSINESS CONDUCT



Yellow Edge's Code of Business Conduct ("the Code") applies to Yellow Edge's employees, directors, board of advisors, and sub-contracting workforce. In agreeing to work with Yellow Edge as an employee, business partner or in a sub-contracting relationship, you must agree to abide by the following code.

- Yellow Edge operates in the Australian market. We respect national laws and any other laws with an international reach. We are committed to acting ethically in all aspects of our business and to maintaining the highest standards of honesty and integrity.
- We recognise our obligations to all who have a stake in Yellow Edge's success including share owners, clients, partners and suppliers.
- We should avoid exaggeration, derogatory remarks, or inappropriate characterisations of people, communities and companies.
- Yellow Edge selects and promotes people on the basis of their qualifications and merit, without discrimination or concern for race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age or disability.
- We believe that a workplace should be safe and civilised. We will strive to ensure that no person's health or safety is put at risk. We will not tolerate harassment, bullying, discrimination or offensive behaviour of any kind, which includes the persistent demeaning of individuals through words or actions, the display or distribution of offensive material, or the use or possession of weapons on company or client premises.
- We will not tolerate the use, possession or distribution of illegal drugs, or our people reporting for work under the influence of drugs or alcohol.
- We will treat all information relating to Yellow Edge's business, its clients, and information on the operation of Yellow Edge with any other party; or specific information about the operation of client organisations gained through our relationship with the client as confidential and will not disclose information about the nature of these relationships with any other party. We will not use the associated intellectual property in any personal or professional endeavours without first seeking the express approval from the Managing Director of Yellow Edge. Yellow Edge agrees that it will not use the pre-existing intellectual property rights of our sub-contractors without first seeking their express approval.
- We are committed to protecting client and employee data in accordance with national laws and industry codes.
- We will not knowingly create work which contains statements, suggestions or images offensive to general public decency and will give appropriate consideration to the impact of our work on minority segments of the population, whether that minority be by race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age or disability.
- We will not undertake work which is intended or designed to mislead, including in relation to social, environmental and human rights issues.
- We will not use Yellow Edge's property, information or position inappropriately. We will refer all business opportunities arising from Yellow Edge engagements back to Yellow Edge.
- We will not give, offer or accept bribes, whether in cash or otherwise, to or from any third party, including but not restricted to government officials, clients and brokers or their representatives.
- We will not offer any items of personal inducement to secure business. This is not intended to prohibit appropriate entertainment or the making of occasional gifts of minor value unless the client has a policy which restricts this.

- We will not accept for our personal benefit goods or services of more than nominal value from suppliers, potential suppliers or other third parties.
- We will declare any potential or perceived personal or family conflicts of interest within our work and relationship with Yellow Edge.
- We will continue to strive to make a positive contribution to society and the environment by maintaining high standards of marketing ethics; respecting human rights; respecting the environment; supporting community organisations; supporting employee development; and managing significant corporate responsibility risks in our supply chain.

This Code sets out general principles. More guidance on these principles is contained in Yellow Edge's Employee Policy Handbook and the Guide to Working with Yellow Edge.

This Code and our policies cannot address all of the situations members of staff, directors or our workforce may encounter. Our business partners should consider the spirit of this Code, exercise good judgement and use common sense as to the appropriate course of action.

All employees, business partners and suppliers are encouraged to contact Yellow Edge's Managing Director for further guidance.

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Signature:

Full Name:

Company:

Date: