

# CODE OF CONDUCT POLICY

**Cement Australia markets, manufactures and distributes cement and related products throughout Australia.**

We strive for zero harm in all we do.

We commit to satisfying the expectations of our stakeholders and conducting business in a respectful, ethical and sustainable manner.

This Code of Conduct provides a framework for how we behave when working together. It applies to everyone who works for and with Cement Australia.

**We expect everyone to:**

- demonstrate commitment to our target of zero harm
- comply with Cement Australia's Life Saving Rules
- act with integrity and honesty
- treat others with courtesy and respect
- not engage in unacceptable workplace behaviour
- not allow or encourage others to engage in unacceptable workplace behaviour
- comply with all current Legislation as well as Cement Australia's policies, procedures, terms and conditions
- adhere to this Code of Conduct, failure to do so will be dealt with as a disciplinary matter.

Our Code of Conduct provides a framework for how we behave when working together.

We will always take enough time to assess the risks and ensure proper regard for safety, the environment and product quality.



**Rob Davies**  
Chief Executive Officer