

# ATRUM COAL NL

ABN 27 153 876 861

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## CODE OF CONDUCT POLICY

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### VERSION 1.1

Approved on 29 November 2013

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#### ASX:ATU • Share Information

Issued Shares: 162.2m

#### Registered Office

Ground Floor, 510 Hay Street,  
Subiaco WA 6008

T +61 9388 3131 • E [info@atrumcoal.com](mailto:info@atrumcoal.com)

[www.atrumcoal.com](http://www.atrumcoal.com)

#### Board of Directors

Non Executive Chairman  
Executive Director  
Executive Director  
Managing Director  
Company Secretary

J. Chisholm  
R. Moran  
G. D'Anna  
E. Lilford  
G. D'Anna

#### Key Projects

Groundhog  
Peace River  
Naskeena  
Bowron River

Ownership: 100%  
Ownership: 100%  
Ownership: 100%

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## **CODE OF CONDUCT**

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This code of conduct aims to encourage the appropriate standards of conduct and behaviour of the directors, officers, employees and contractors (collectively called the employees) of the Company.

Employees are expected to act with integrity and objectivity, striving at all times to enhance the reputation and performance of the Company.

### **GENERAL PRINCIPLES**

1. Employees of the Company must act honestly, in good faith and in the best interests of the Company as a whole.
2. Employees have a duty to use due care and diligence in fulfilling the functions of their position and exercising the powers attached to their employment.
3. Employees must recognise that their primary responsibility is to the Company's shareholders as a whole.
4. Employees must not take advantage of their position for personal gain, or the gain of their associates.
5. Directors have an obligation to be independent in their judgements.
6. Confidential information received by employees in the course of the exercise of their duties remains the property of the Company. Confidential information can only be released or used with specific permission from the Company.
7. Employees have an obligation, to comply with the spirit as well as the letter, of the law and with the principles of this code.

The Company views breaches of this code as serious misconduct. Employees who have become aware of any breaches of this code must report the matter immediately to their line manager or the Company Secretary. The line manager or Company Secretary has the responsibility to report the breach to the appropriate senior management and to advise the relevant employee of the outcome and actions implemented.

Any employee who in good faith, reports a breach or a suspected breach will not be subject to any retaliation or recrimination for making that report.

Employees who breach the policies outlined in the Code may be subject to disciplinary action, including in the case of serious breaches, dismissal.

## **DIRECTORS**

The following additional comments apply to directors of the Company and aim to ensure directors have a clear understanding of the Company's expectations of their conduct.

### ***Fiduciary duties***

All directors have a fiduciary relationship with the shareholders of the Company. A director occupies a unique position of trust with shareholders, which makes it unlawful for directors to improperly use their position to gain advantage for themselves.

### ***Duties of directors***

Each director must endeavour to ensure that the Company is properly managed so as to protect and enhance the interests of all shareholders. To this end, directors need to devote sufficient time and effort to understand the Company's operations.

Directors should ensure that shareholders and the ASX are informed of all material matters which require disclosure and avoid or fully disclose conflicts of interest.

### ***Conflict of interest***

At all times a director must be able to act in the interests of the Company. Where the interests of associates, the personal interest of a director or a director's family may conflict with those of the Company, then the director must immediately disclose such conflict and either:

- (a) eliminate the conflict, or
- (b) abstain from participation in any discussion or decision-making process in relation to the subject matter of the conflict.

Executive directors must always be alert to the potential for a conflict of interest between their roles as executive managers and their fiduciary duty as directors.

### ***Insider trading***

Information concerning the activities or proposed activities of the Company, which is not public and which could materially affect the Company's share price must not be used for any purpose other than valid Company requirements.

### ***Managing Director and CFO***

It is the responsibility of both the Managing Director and the CFO to provide written assurances to the Board that in all material respects:

- (a) the financial reports submitted to the Board represent a true and fair view of the Company's financial condition and operational results; and
- (b) the Company's risk management and internal compliance and control system is operating efficiently and effectively.

## **STAKEHOLDERS**

The Board recognises that the primary stakeholders in the Company are its shareholders. Other legitimate stakeholders in the Company include employees, customers and the general community.

The Company's primary objective is to create shareholder wealth through capital growth and dividends by the continued development of its business and the provision of innovative solutions within the relevant and related industry. This is achieved by:

- (a) keeping the market informed of its exploration activities;
- (b) actively progressing its exploration programmes; and
- (c) seeking new opportunities in the vicinity of the project areas in which the Company holds tenement interests.

The Company is committed to conducting all its operations in a manner which:

- (a) protects the health and safety of all employees, contractors and community members;
- (b) recognises, values and rewards the individual contribution of each employee;
- (c) achieves a balance between economic development, maintenance of the environment and social responsibility;
- (d) maintains good relationships with suppliers and the local community; and
- (e) is honest, lawful and moral.

All employees (including directors) are expected to act with the utmost integrity and objectivity, striving at all times to enhance the reputation and performance of the Company.

## **COMPLIANCE WITH LAWS, RULES AND REGULATIONS**

Compliance with both the letter and spirit of all laws, rules and regulations applicable to our business is critical to our reputation and continued success. Employees must avoid even the appearance of impropriety. When in doubt, check with an officer or director of the Company or seek advice from the Company's legal counsel. All employees must respect and obey the laws of the cities, provinces, states and countries in which we currently operate and in which the Company has an obligation to report in the future.

## **COMPLIANCE WITH ENVIRONMENTAL LAWS**

The Company is sensitive to the environmental impact of its operations. Accordingly, the Company's mandate is strict compliance with all applicable Federal and Provincial environmental laws and regulations. If any employee has any doubt as to the applicability or meaning of a particular environmental regulation, he or she should discuss the matter with a member of senior management or the Company's legal counsel.

It is the responsibility of every employee to acquire a sufficient knowledge of the laws involved in the areas relating to his or her duties in order to recognise non-compliance and to know when to seek further guidance before acting.

## **SAFETY AND HEALTH**

We are all responsible for maintaining a safe workplace by following safe and healthy work practices, as well as by adhering to all Federal and Provincial Health and Safety Standard laws and regulations. The Company is committed to keeping its workplace free from hazards. Employees must report any accidents, injuries, unsafe equipment, practices or conditions immediately to a supervisor or designated person. If at any time an employee feels that there is a safety risk, the employee has a right to stop work and report the safety risk.

In order to protect the safety of all employees, employees must report to work free from the influence of any substance that could prevent them from conducting work activities safely and effectively, such as, but not limited to the influence of alcohol, drugs (legal or otherwise), or prescription medications that may impair the employee's ability to function safely and effectively.

All employees are required to respect the health, safety and environment of other employees and the community in which they work. Threats or acts of violence or physical intimidations are strictly prohibited.

## **DISCRIMINATION AND HARASSMENT**

We value the diversity of our employees and are committed to providing a work environment that allows all employees to pursue their careers free from discrimination, harassment and abuse. The development and maintenance of a positive working environment is essential, and treating all colleagues with respect and dignity is mandatory. Abusive, harassing or offensive conduct is unacceptable, whether verbal, physical or visual. Examples include but are not limited to; derogatory comments based on racial or ethnic characteristics and unwelcome sexual advances. Every employee has the right to work in an environment free from any form of harassment or bullying. Employees are expected to speak out when a co-worker's conduct makes them uncomfortable, and to report harassment to a member of management if it occurs.

### **Equal Opportunity**

The Company is an equal opportunity employer and employees shall not discriminate against any person based on the person's race, colour, ethnicity, age, religion, creed, gender, marital status, family status, pregnancy, sexual orientation, physical disability, mental disability or any other prohibited ground of discrimination defined by the legislative jurisdiction in which the Company operates. The foregoing requirement does not apply with respect to an employee selection process based upon a bona fide occupational requirement.

This policy is reviewed **annually**.