

**Aeris Resources Limited** strives to build and maintain a culture of team cohesion and entrepreneurship, we appreciate each other and our interactions are genuine, open and honest. We encourage our people to use their discretion, whilst maintaining our values and principles.

## **SAFETY**

We work safely and ensure our workmates do likewise.

## **PERFORMANCE**

We understand that performing at our best as individuals and within the team is the key to success of the company and our combined future.

## **ETHICS AND INTEGRITY**

We act honestly, do not compromise integrity and uphold ethical standards. We meet or exceed our obligations and standards. We say what we mean and do what we say.

## **PEOPLE**

We treat all people with respect, acknowledging them as individuals who each bring unique qualities to our team.

## **CODE OF CONDUCT**

All employees of Aeris Resources are expected to act in accordance with all Company policies and procedures, and act in a manner that reflects the Company's values.

It is the responsibility of the employee to know and be aware of all company policies and standards; all of which can be found on the Aeris Intranet.

Employees are expected to raise issues that are breaches of Company policies and procedures.



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**Andre Labuschagne**  
**Executive Chairman**

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