

This **Code of Conduct** defines the principles which govern the behaviour of the Company and sets out the standards of conduct expected of all personnel. It provides a framework for management to work with employees to establish and maintain appropriate standards of conduct.

All employees will embrace their responsibility to accept and uphold these AUMS values regardless of their position within the Company.

You're Responsibilities:

- Stop any work if you consider it unsafe;
- Respect and value your own safety and the safety of those around me;
- Act as a responsible member of AUMS in the communities in which we operate;
- Respect the rights of all people in regard to their privacy, ethnicity, heritage, culture, beliefs, traditions and values at all times;
- Not to discriminate according to race, colour, religion, age, gender, sexual preference, political opinion, marital status, disability or social origin;
- Not to engage in inappropriate behaviour by ridiculing, unwanted physical contact, bullying, sexual harassment, coercion of favours and improper exclusion of others;
- Do the very best to achieve the organisations objectives and always strive for excellence;
- Conduct yourself in a lawful and ethical manner in all dealings with company representatives, customers, competitors, suppliers and business partners;
- Protect AUMS to not inadvertently disclose confidential company information;
- To never engage in activities that will discredit, disgrace or harm AUMS reputation including but not limited to:
 - Bribery, corrupt activities, accepting gratuities or personal favours.
 - Have a vested interest where employee stands to gain, unless sanctioned.
 - Dealing knowingly with others that are practicing unethically, unlawfully or violating the human rights convention.



Blair Sessions
Chief Operating Officer
May 2018