



Adavale Resources Limited
Level 7
6 Underwood Street
Sydney NSW 2000

P: +61 2 8003 6733

E: contact@adavaleresources.com

W: adavaleresources.com

ABN: 96 008 719 015

CODE OF ETHICS

The Company acknowledges it is operating in a challenging environment. Our Code of Ethics is unpinned by our values, instilled into our employees and in the workplace.

The Code of Ethics is the guide for our employees, contractors and consultants to use when making decisions, particularly when they may be confronted by an ethical dilemma. In accepting employment with Adavale we accept Adavale's ethics and commit to abide by them.

The following constitute the principles of Adavale's Code of Ethics and outline the business conduct expected of our employees, contractors and consultants.

- Actively live and promote the Company Values
- Promote equal opportunity
- Recognise that discrimination or harassment is not acceptable behaviour
- Abide by the legislation and regulations of the countries in which we operate at all times
- Respect company property as if it were your own.
- Abide by all company policies.
- Never present yourself for work under the influence of illicit drugs or alcohol

- Ensure any personal interests or businesses do not conflict with the interests of the Company.
- Company assets should only be used for Company related business.
- Maintain neutrality in terms of politics and religion.
- Never offer money, gifts or items of value in return for ensuring a desired outcome, illegally influencing Government officials, politicians or police.
- Whilst giving or receiving gifts forms part of some business cultures, never offer or receive a gift in cash or kind, without the prior permission of the Chief Executive Officer. In the case of the Chief Executive Officer, he shall seek the approval of the Chairman.
- Be fair in your dealings with all stakeholders
- Protect and keep confidential all Company documents, records and information
- Only employees specifically authorised by the Chief Executive Officer may make comments relating to Adavale to the media or release information to the public.

When an employee is faced with a decision, where the correct decision to make or the appropriate behaviour is not clear, he or she should seek advice from his immediate manager before acting.

By adhering to our values and code of ethics, we can all be proud of our Company and ourselves.