



# Ethics Policy

Our vision is 'to be the preferred global mining and minerals technical partner for diversified service offerings.' Central to this vision is a commitment to live by our core values and always do what is right

Integrity is one of the DRA Group's core values and we apply the highest ethical standards to everything we do. This policy defines the principles of our conduct that will help us achieve our objectives.

## Our Values

Our values are our shared beliefs that guide our behaviours, decisions and actions, and define how we operate to achieve our vision. Our values include:

/ <b>Safety</b>	We live an actively caring culture.
/ <b>People</b>	Our people are the cornerstone of our business.
/ <b>Integrity</b>	We always do what is right.
/ <b>Trust</b>	We deliver on our promises.
/ <b>Excellence</b>	We strive to be better than yesterday.
/ <b>Courage</b>	We actively lead the change.

## Our Code of Conduct

Our Code of Conduct describes how we will conduct ourselves as we work together to deliver our vision and strategy. It embodies our commitment to behaving ethically and honestly and by following the law and responsible business practice. It also reflects the expectation of all our stakeholders.

Our Ethics Principles are:

- / We never compromise on our safety, environment and quality standards which are essential to our success;
- / We value our people and create a workplace where we embrace diversity, working together, sharing knowledge and supporting each other;
- / We always secure and protect our property, personal information and maintain confidentiality;
- / We act with integrity and transparency at all times, do what is right and avoid any potential conflicts of interest;

- / We compete vigorously but fairly and comply with the laws in the countries where we work; and
- / We always communicate and use technology appropriately.

Everyone is required to uphold our values, ethics and our Code of Conduct, complying with our policies and to call things out which are not right. We must always take individual responsibility to act with integrity, even if this means making difficult choices.

If you become aware of any breach of this policy or our Code of Conduct, we encourage you to notify your manager. Alternatively, you can report the matter to our human resources or legal teams or contact our Speak-Up Service.

This is a policy of DRA Global Limited and its controlled entities (collectively, "DRA Group"). It applies to all directors, employees and business partners of each member of the DRA Group and to any consultants, contractors and other third-parties notified of its application to them.

More information is available in our **Code of Conduct** booklet provided to all employees and available on the DRA Global Limited website.



**Andrew Naude**  
Managing Director, DRA Global Limited  
Approved by the DRA Global Limited  
Board of Directors on 8 June 2020