



CODE OF ETHICS

Y.E.S. ENERGY (SA)

Table of contents

1. Agreement.....	2
2. The Code.....	2
3. Implementation.....	3

1. Agreement

- 1.1 This Code of Ethics is the defined standard of behaviour that can be expected from members of the board, employees, agents, contractors and partners of Y.E.S. Energy (SA).
- 1.2 Training regarding the contents and meaning of this Code will be made available to all relevant staff on induction, and agents, contractors and partners at the time of engagement.
- 1.3 This document is to be signed by all members of the board, employees, agents, contractors and partners of Y.E.S. Energy (SA).

2. The Code

- 2.1 At all times those who are covered by this Code of Ethics will:
 - a. Act with honesty, integrity and probity;
 - b. Not knowingly mislead anyone, including colleagues, clients, and regulators;
 - c. Comply with all relevant Commonwealth, State and Territory laws;
 - d. Comply with any relevant laws of other countries;
 - e. Avoid any potential conflicts of interest and where a potential conflict of interest is likely, disclose the potential conflict of interest to relevant parties;
 - f. Not improperly use their position, property or information acquired through their position for personal gain or the gain of an associate;
 - g. Not accept bribes, inducements, or hidden commissions;
 - h. Foster a culture of compliance and good corporate citizenship generally;
 - i. Report all corrupt, illegal and unethical conduct to the appropriate and identified person within the organisation;
 - j. Respect and implement the principles of equal opportunity and diversity;
 - k. Encourage a culture of openness and trust;



- l. Protect the confidentiality of information made available to them within the guidelines set by the company's Privacy Policy;**
- m. Make a commitment to continuous improvement to meet, or exceed, all relevant legal, industry, safety, environment and other statutory requirements;**
- n. Undertake training provided so that they understand their duties and obligations and how they are to be performed;**
- o. Provide a high standard of service to all they deal with in performing their duties.**

3. Implementation

- 3.1 Y.E.S. Energy (SA) will ensure implementation of this Code of Ethics by conducting training for staff and contractors and review adherence to this Code of Ethics via the Internal Audit function.**

