

ResourceBank Conduct and Ethics Statement

Statement

Our Business Conduct and Ethics sets the standard for how we operate at ResourceBank. Rooted in our values, this policy provides guidance for what is expected of everyone who works here.

ResourceBank is committed to continually reviewing its business practices to ensure we maintain a sustainable business environment which meets the needs of our stakeholders, the wider community, the environment and our overall organisational growth.

Inclusion: Diversity is embraced at ResourceBank. We recognise that a diverse mix of backgrounds, skills and experiences drives new ideas, products, and services and provides us with a sustained competitive advantage.

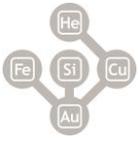
Discrimination and Harassment: We are committed to providing a workplace free from discrimination and harassment, where everyone is treated with respect. Read more in our Equality and Diversity Policy and our Inappropriate Behaviour Policy.

Confidentiality: Confidentiality is a priority. We commit to and expect (as outlined in contracts of employment and service contracts) to protect the confidentiality of information relating to ResourceBank business and people, our customers, clients, candidates and suppliers. Please also refer to the company Data Protection Policy.

Anti – Bribery: Bribery refers to the act of offering, giving, promising, asking, agreeing, receiving, accepting, or soliciting something of value or of an advantage so to induce or influence an action or decision.

- (a) ResourceBank is committed to conducting business in an ethical and honest manner and we have zero-tolerance for bribery and corrupt activities. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships, wherever we operate.
- (b) We strictly prohibit bribery, kickbacks, and any other improper payments, whether involving Government Officials, private sector individuals or private or public-owned companies. Bribery is never an acceptable business practice and will not be tolerated

Human Rights: Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, religion, language, or any other status. ResourceBank conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognised Human Rights.



Modern Slavery and Human Trafficking: We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We do not use child or forced labour in any of our operations. We do not tolerate any form of unacceptable treatment of workers. We fully abide by all applicable laws establishing a minimum age for employment, minimum wage regulations and working time regulations.

Illegal Working: ResourceBank abides by all laws and regulations regarding the employment of illegal workers, ensuring Right To Work documentation is received before the start of any employment.

Environment: We recognise that our work activities have an impact on the environment in the use of raw materials, emissions to air and water, and waste generation. We seek to minimise this as far as is reasonably practical. It is the policy of ResourceBank to:

- Make efficient use of natural resources by conserving energy and water, minimising waste, and recycling where possible.
- Use recycled materials whenever these can be commercially justified.
- Keep transport use to a minimum.
- Work with suppliers to ensure they recognise and reduce the environmental impact of their products and transportation.
- Meet its duty of care requirements in relation to waste by ensuring the safe keeping and subsequent recovery or disposal of waste.

We are committed to the development in our environmental practices and performance by improving the efficiency with which we use resources and comply with all relevant environmental regulation and legislation.

Investing in our Community: We undertake community-based activities and focus our efforts on making tangible and sustainable improvements wherever possible. We actively promote 'giving back' by supporting our 'Social and Charity Committee', made up of dedicated employees who are responsible for ensuring the Company actively participates in local, national and international fundraising activities. We are proud to support the community and offer employees paid time off for charity work.