

Code of Conduct

1. Introduction

This code of conduct applies to all employees and directors of Bisalloy Steel Group Limited, its subsidiary companies and all operating units.

Every employee or director who has executive or managerial responsibilities is:-

- Expected to ensure that the Code is communicated to and understood by employees reporting to him or her; and
- Required to sign an annual acknowledgment of adherence to the Code.

2. Code of Business Conduct

In all its activities Bisalloy is committed to the following four principles.

1. We respect each other and treat all people fairly

- We will provide safe and healthy working conditions and protect the environment in the conduct of all our activities. We will develop, maintain and promote environmentally responsible, safe and productive work practices in all aspects of business and comply with all environmental and occupational health and safety laws and regulations governing our activities.
- We will not permit discrimination, intimidation or harassment of, or by, employees on the basis of race, union membership or the right not to belong, gender, marital status, age, sexual preference, national origin or religious beliefs or on the basis of any other personal characteristics protected by law.
- Everyone is entitled to be treated with respect as a person, regardless of role or individual differences.
- We value our people and their commitment to delivering quality products and services.
- We encourage co-operation, learning and growth in all who work with us.

2. We respect the law and act accordingly

- Business is subject to increasing legal responsibilities particularly in areas of Trade Practices, Environment, Taxation, Employment and Occupational Health and Safety. We must keep ourselves informed of all of our legal responsibilities and Bisalloy's policies relating to them and adhere to those responsibilities.
- All transactions of the Company and its subsidiaries will be properly entered in the corporate records and accounts and no false, misleading or artificial entries will be made for any reason.



- We will not purchase or sell securities of Bisalloy while in possession of material information concerning Bisalloy that has not previously been generally disclosed to the investing public. A separate policy exists that deals with this.

3. We act honestly and fairly in all our business activities and relationships

(a) Avoiding Conflicts of Interest

- We will avoid any situations involving divided loyalty or a conflict between our personal interests and those of Bisalloy, in particular:
 - Any organisation in which we or our families have significant interests should not compete with, or have business dealings with Bisalloy. Disclosure of these interests must be made to the Managing Director immediately they become known where they arise inadvertently or unavoidably from arm's length transactions.
 - There may be circumstances where it may be in Bisalloy' interests to enter into a business dealing with an entity in which an employee or a director has a significant interest. Where this occurs, the employee or director should disclose that interest to the Managing Director and abstain from participating in the decision to enter into that business dealing.
 - We will not work or consult for or have any other key role in an outside business organisation which has dealings with Bisalloy or is a competitor of Bisalloy, without the consent of the Board of Directors.

(b) Improper Payments and Receipts

- We do not give or take bribes, kickbacks, gratuities or other benefits not legitimately due or any other illegal payments for favourable treatment or as an inducement for doing business.
- We may accept or give gifts, favours, or entertainment, including corporate hospitality, only if they:-
 - Are minor in value and cannot in any way be construed as a bribe, kickback, or business inducement.
 - Do not commit you, Bisalloy, or any other party to an obligation concerning business, and;
 - Are a common courtesy associated with normal business relationships.
- Any item, which is not minor in value, should not be accepted, or if that causes embarrassment, the item should be given to the company for disposal.
- If a gift is offered to an employee that could be construed by others as improper, the offer must be reported to that employee's immediate manager.
- We will always act within the law and, when any doubt exists as to whether a particular payment or receipt is permissible, we will seek advice.



- For those operating outside Australia, we will always act within the law of the local country and Australia. It is an offence under Australian law, punishable by imprisonment, to provide a benefit to a foreign public official, subject to some exceptions, including an exception for benefits of a minor nature to expedite or secure the performance of a routine government action of a minor nature. In any such case, we will always seek advice about the local and Australian legal position and make a record of any benefit, as required by law.

4. We use Bisalloy' property responsibly and in the best interest of Bisalloy

- Unless previously published, the Company's records, reports, papers, processes, plans and methods are proprietary and confidential. Employees are prohibited from revealing information concerning such matters without proper authorisation.
- We use Bisalloy' property such as equipment or stores for the Company's business purpose only.

3. Compliance with the Code

Adherence to the Code is fundamental to the Company's reputation in the business community. All employees are expected to adhere to it. Employees who breach the Code may be subject to disciplinary action up to and including dismissal. If the situation involves a violation of law, the matter may also be referred to the appropriate law enforcement authority for consideration.

All breaches of the code must be reported immediately to the reporting employee's Manager or the next higher level of management if the employee's manager is involved, so that the matter can be dealt with in an expeditious manner in order to minimise any possible damage to the Company's reputation. If an employee feels reluctant to report suspected offences by their manager to the next higher level of management, they should seek confidential advice from the Bisalloy's Company Secretary.

When offences are significant the offending employee's Manager should promptly discuss the reported breach with the Bisalloy' General Counsel & Company Secretary in order that its legal significance to Bisalloy can be properly assessed.

The Manager shall submit for approval to the next higher level of management his or her written recommendation as to what actions should be taken.

All employees who have executive or managerial responsibilities are required to sign an annual acknowledgment of adherence to the Code in the attached form of Acknowledgment. The completed Acknowledgment must be submitted to the Company Secretary by 30th June each year.