

Corporate governance – Code of conduct

Code of Conduct

Policy Number 7

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1. Purpose and Scope

Good corporate governance requires integrity in systems and people. Investor confidence can be enhanced through the establishment of a Code of Conduct which provides a guide for directors and key executives at the Company on practices necessary to maintain the Company's integrity. It will also provide a guide to the responsibility and accountability of individuals for reporting and investigating reports of unethical practices. It is critical that both Board and senior management demonstrate, through words and actions, absolute commitment to this Code.

2. Responsibilities

Directors and executive management have an individual and collective responsibility to:

- (a) discharge their duties at the highest level of honesty and integrity. Integrity is a quality from which public trust is derived and a benchmark against which directors and key executives must measure all decision making;
- (b) observe the rule and spirit of the law and comply with ethical and technical requirements of relevant regulatory or professional bodies;
- (c) disclose conflicts of interests – direct or indirect – that may in any way compromise the reputation or performance of the Company;
- (d) maintain the principle of transparency in the preparation and delivery of reports for both internal and external users;
- (e) present financial information with diligence and good faith, ensuring that such information is accurate, timely and represents a true and fair view of the financial performance and condition of Silex, and complies with all applicable legislative requirements;
- (f) set a standard for honesty, fairness, integrity, diligence and competency that will encourage emulation by others within the Company;
- (g) follow the Code of Conduct and other Company policies and procedures consistently and appropriately, and help others to do so; and
- (h) report any identified or suspected failure to comply with this code, to the CEO or other Director or Senior Manager and initiate steps to investigate remedy the situation.

3. Commitment to Values

- 3.1 Individuals working within the Silex group in a professional capacity are also bound by their own professional code of conduct which this code is expected to enhance, not replace.
- 3.2 Directors and key executives will act in a manner that supports legitimate community activities and minimises any detrimental environmental impacts of our business operations.
- 3.3 Respect, dignity, fairness and courtesy are hallmarks of our business dealings with colleagues, customers and others, in conjunction with a commitment to maintaining a safe work environment that is free from discrimination or harassment. We will invest in the ongoing enhancement of our skills and abilities and encourage workforce diversity.

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- 3.4 Assets belonging to the Company, including tangible, intellectual and electronic assets, are to be used in a responsible manner, appropriate to the business, and only for legal and authorised purposes, in accordance with the Company's "Acceptable Use Policy".
- 3.5 The Company commits to respecting confidentiality and privacy of its customers, and others with whom we do business. Confidential information or personal identified data is only disclosed when necessary and when appropriate approval has been obtained, and/or there are legal, regulatory or professional requirements to do so.