



## PPC LTD CODE OF CONDUCT (“The Code”)

The Board has delegated the responsibility for oversight of the development and implementation of the PPC Code of Conduct to the Social and Ethics committee.

The Code is intended to be an aspirational code of core values aimed at the promotion of ethical behaviour. Therefore the Code is predominantly values-based and developed through a process of consultation.

To keep the Code compact, it is supplemented by policies addressing specific ethics matters and where that is the case there are explicit references in the Code to those policies.

### THE VALUES

#### Integrity is non-negotiable:

- » We meet our commitments.
- » We do what we say.
- » We are honest and obey the law.

#### Great place to work:

- » We work in teams. Everyone has an important role to play and we want to create a non-discriminatory, safe and healthy work environment.
- » We respect the dignity of every individual that we engage with.

#### Excellence in all we do:

- » We are professional and do things properly.
- » We at PPC set the standard. We lead. We set challenging goals and are performance driven.
- » We are flexible and agile and we seek to continuously improve. Yesterday's stretch becomes today's standard.

#### Legitimacy

- » We are seen by our stakeholders as caring and adding value. We are seen as long term contributors and not short term takers.
- » We care for the environment and the communities in which we operate.
- » We comply with the OECD guidelines in the fight against corruption. We will not make “facilitation payments” to individuals or parties related to them but we care for and contribute to the communities in which we operate.

#### Creating a better life for all stakeholders

- » Everyone's contribution creates value. All stakeholders share in the value and success that we create.

#### Customer focused

- » Our customers are the reason for our existence and all our efforts will be focussed on good relationships, understanding and meeting their needs.

We regard any contravention of the Code as a serious matter. A contravention of the Code may therefore result in disciplinary action, including the termination of employment. Certain breaches of the Code could also result in civil or criminal proceedings.