

Business Conduct Policy



Our Commitment

Calibre Diona conducts business ethically, demonstrating integrity and moral values ensuring we comply with applicable codes of practice, legal and regulatory obligations in our business decisions and activities throughout the company.

Calibre Diona is committed to ensuring that the organisation is managed throughout with honesty, ethics and integrity within the context of our business environment. Leadership will conduct reviews with employee representation and participation, identify, publish and maintain open channels of communication to deliver upon the above commitment.

Guiding Principles

Committed to only dealing with other likeminded organisations when completing contracts or purchase of goods and services.

Will not give or receive inducement; procure from companies who pay below acceptable minimum wages; child labour or immoral dealings; and purchase only from legitimate sources with a chain of custody.

Respect confidentially whether documented or implied.

Dedicated to acting with integrity – being honest, fair and trustworthy in all business dealings and relationships, and to avoid conflicts between Calibre Diona's interests and personal interests whilst protecting business assets

Respect and abide by our obligations to fellow employees, shareholders, customers, suppliers, competitors and the communities in which Calibre Diona operates, and act within the laws and regulations affecting business conduct.

Deviations from the Business Conduct Policy are encouraged to be identified and reported both unintentional or intentional to ensure Calibre Diona Business integrity is demonstrated for Stakeholders and Interested Parties.

A handwritten signature in black ink, appearing to read 'P. Massey'.

Peter Massey
Managing Director & Chief Executive Officer

CDC-POL-LE001 Rev 1.3 | 11 September 2019



Values

We go above
and beyond

We succeed
together

We do what
we say

We care for people's
well-being