

**APIAM ANIMAL HEALTH LIMITED**

**ACN 604 961 024**

**CODE OF CONDUCT**

## Contents

<b>1</b>	<b>Overview</b>	<b>3</b>
<b>2</b>	<b>Vision, Mission and Values</b>	<b>3</b>
<b>3</b>	<b>Expectations</b>	<b>4</b>
<b>4</b>	<b>Community</b>	<b>5</b>
<b>5</b>	<b>Reporting</b>	<b>5</b>
<b>6</b>	<b>Compliance with the Code</b>	<b>5</b>
<b>7</b>	<b>Review</b>	<b>5</b>

## 1 OVERVIEW

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- 1.1 Apiam Animal Health Limited ACN 604 961 064 (**Company**) is committed not only to complying with its legal obligations, but also to acting ethically and responsibly. The Company expects a high level of honesty, care, fair dealing and integrity in the conduct of all business activities.
- 1.2 This code of conduct (**Code**) is not intended to be exhaustive but sets the minimum standards of conduct expected of all directors, officers, executives, employees and contractors of the Company (collectively **Employees**).

## 2 VISION, MISSION AND VALUES

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- 2.1 Apiam's **Vision** is to be the unrivalled global provider of comprehensive, innovative veterinary, well-being and production solutions.
- 2.2 Our **Mission** is to enrich the lives of people and animals in our care. Through leadership, expertise, innovation and collaboration we deliver solutions to meet the needs of our customers and shape the future of our industry.
- 2.3 All employees at Apiam are responsible for professional and ethical business conduct and are accountable for ensuring their decisions and actions are consistent with our company **Values** which are:

### **Deliver Value**

- We value our customers and strive to deliver the best care to our patients.
- We add value when interacting with customers and colleagues.
- We deliver value to our shareholders.

### **Collaboration**

- We are committed to creating a community where our skills are shared.
- We leverage our strengths through collaboration with stakeholders, including our colleagues, suppliers, researchers and industry peers to meet the goals of Apiam Animal Health.

### **Integrity**

- We act with integrity at all times, earning trust and respect.
- We trust our fellow team members and colleagues.
- We act in the best interest of Apiam Animal Health and our stakeholders.

### **Enjoyment**

- We enjoy working for Apiam Animal Health.
- We develop and maintain individual relationships with our colleagues and customers.
- We work together in an inclusive manner to create a positive working environment.
- We celebrate the achievements of our colleagues and customers.

### **Leadership**

- We choose to care and lead with compassion.
- We share our common vision and shape the future of our industry.
- We provide innovative solutions to solve tomorrow's animal health problems.

### **3 EXPECTATIONS**

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#### **3.1 General Expectations**

All Employees are expected to:

- (a) act in the best interests of the Company;
- (b) act honestly and fairly in all commercial dealings and conduct themselves with professional courtesy and integrity;
- (c) operate in accordance with occupational health and safety and environmental rules and policies at all times;
- (d) treat each other with dignity and respect;
- (e) conduct themselves in a manner consistent with our company values;
- (f) comply with all laws and regulations that apply to the Company and its operations;
- (g) use Apiam property responsibly and safely;
- (h) be accountable for their actions and responsible for their consequences
- (i) report any circumstance which is believed, in good faith, to be a breach of a law or this Code; and
- (j) to avoid entering into any arrangement or participating in any activity that would conflict with Company's best interests or that would be likely to negatively affect the Company's reputation.

#### **3.2 Conflicts**

- (a) Employees must avoid situations where their personal interests conflict with, or could reasonably be perceived to conflict with the interests of the Company.
- (b) All potential conflicts of interests must be reported to the Audit and Risk Committee of the Company. Potential conflicts of interest can also be reported to the Managing Director or Chief Financial Officer.

#### **3.3 Corporate opportunities**

Employees must not take advantage of their position, Company information or opportunities arising from these, for personal gain or to compete with the Company.

#### **3.4 Company Assets and Property**

All assets of the Company are to be properly used in the interests of the Company and safeguarded from loss or misuse.

### **3.5 Confidential Information**

- (a) Confidential or commercially sensitive information is not to be disclosed without proper authorisation.
- (b) Employees must comply with continuous disclosure obligations at law and are required to be fully aware of and observe their responsibilities under the Company's Continuous Disclosure Policy.
- (c) Securities trading by Employees must be conducted in compliance with the Company's Securities Trading Policy.

### **3.6 Personal gains, gifts and other payments**

- (a) Employees must not accept payments, gifts or any other kind of reimbursement from a third party that could affect or appear to affect their objectivity in business decision making, or which might be deemed inappropriate to the relevant business relationship
- (b) Employees must not make offers of, or receive, bribes or other improper payments.

## **4 COMMUNITY**

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- 4.1 The Company aims to promote the safety and wellbeing of the communities in which it operates. Employees are encouraged to volunteer or raise funds in support of local community organisations, through Company facilitated events.

## **5 REPORTING**

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- 5.1 Any circumstance, which an Employee believes, in good faith, to be unethical or a breach of the law or this Code, is to be brought to the attention of the Board.
- 5.2 The identity of any person reporting such breaches is to remain confidential unless disclosure is required by law. The Company will ensure that Employees are not disadvantaged in any way for making a report.

## **6 COMPLIANCE WITH THE CODE**

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- 6.1 The Board is responsible for monitoring and ensuring compliance with this Code.
- 6.2 Reports of violations of this Code or any other unlawful or unethical conduct are to be investigated and dealt with promptly by the Board, and in accordance with the principles of natural justice.
- 6.3 Failure to comply with this Code or any other laws or regulations applying to the Company, may result in disciplinary action, including in serious cases, the termination of employment.

## **7 ADOPTION AND REVIEW**

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- 7.1 This Code was adopted by the Board on 6 November 2015 and reviewed on 24 September 2020.
- 7.2 The Board is responsible for conducting reviews of this Code at least annually to ensure that it accords with best practise and remains consistent with its objectives. The Code may be amended from time to time by resolution of the Board.