



# Working with Integrity Policy



**SYRAH** RESOURCES

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**Syrah Resources Limited** (ASX code: SYR) is an Australian-based industrial minerals and technology company whose vision is to be **the leading supplier of superior quality graphite products globally**.

Syrah Resources Limited is committed to maintaining international performance standards for corporate governance and compliance, through systems and processes which enable employees and contractors (our people) to work with **Integrity & Fairness** at all times.

Syrah Resources Limited will maintain its licence to operate via good governance and compliance by:

- **Defining, communicating, & training our people** in all facets of working with integrity, including but not limited to:
  - The Company Values;
  - The highest standards of honesty, integrity and ethical, responsible and law-abiding behaviour expected of our people, including Company Directors;
  - Code of Conduct and Workplace Behaviour Policy requirements;
  - Anti-corruption and anti-bribery requirements;
  - Human rights protections; o Diversity and inclusion requirements;
  - Whistle-blower provisions; and
  - Employee assistance programmes.
- Supporting our people to conduct business with **integrity & fairness** in compliance with the laws in all jurisdictions where it operates.
- **Maintaining robust, transparent and auditable procurement processes** that promote open competition and treat all suppliers fairly and ethically.
- Implementing programs and initiatives that promote **workplace diversity & inclusion** and equal employment opportunities.
- Ensuring processes exist and are widely communicated to facilitate the **reporting and investigation** of suspected violations of the code of conduct, or unethical and or unlawful behaviour.
- ensuring that there are **no instances of making, offering or promising** to make a payment or transfer anything of value to government personnel and other officials for the purpose of improperly obtaining or retaining business advantage;
- **Providing whistle-blower protection** to ensure employee and stakeholder confidence that any suspected breach of Company policy is reported freely and investigated thoroughly.

- **Providing employee assistance programmes** to ensure the health & wellbeing of our people and contractors is protected.
- **Maintaining books and records** to demonstrate auditable compliance.
- **Monitoring performance and seeking continual improvement** in understanding and meeting Company requirements for governance, compliance and workplace behaviour.
- Reporting performance regularly to the **Board of Directors and respective Subcommittees** to ensure alignment with the strategic objectives of the Company.

Syrah Resources Limited			
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