



Working with Integrity Policy

Syrah Resources Limited (ASX code: SYR) is an Australian-based industrial minerals and technology company with its flagship **Balama Graphite Operation** in Cabo Delgado, Mozambique, and downstream operations in the United States. Syrah's vision is to be the **leading supplier of superior quality graphite products**, working closely with our customers and supply chain to innovate and bring enhanced value to industrial and emerging technology markets **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 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, and training employees** in all facets of working with integrity, including but not limited to:
 - the highest standards of honesty, integrity and ethical, responsible and law-abiding behaviour expected of Directors, Employees and Contractors;
 - the requirements of the Syrah Resources Limited Code of Conduct for employees and contractors;
 - anti-corruption and anti-bribery requirements;
 - human rights protections;
 - whistle-blower provisions; and
 - employee assistance programmes.
- Supporting all employees to conduct business with **integrity & fairness** in compliance with the laws in all jurisdictions where it operates.
- 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 and compliance.

Shaun Verner
Managing Director & Chief Executive Officer

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