



Select Harvests

Code of Conduct

Approved by the Board of Directors

Effective: May 2026

Applies to: Employees, directors, contractors,
consultants, and anyone performing work for
Select Harvests



1. Our Commitment

At Select Harvests, how we work matters as much as what we achieve. This Code of Conduct (the Code) sets out the standards of behaviour expected of everyone who represents Select Harvests.

The Code guides how we:

- behave at work and when representing Select Harvests
- make decisions
- treat each other and our stakeholders
- protect our people, our business and our reputation
- speak up when something does not feel right

The Code is supported by our policies and procedures, which provide more detailed guidance. Compliance with this Code is a condition of working with Select Harvests.



2. Our Values and Expected Behaviours

Our values guide our actions every day.



Zero Harm

We put the health, safety and wellbeing of people first.

- Follow safety procedures and instructions
- Intervene or stop work if something is unsafe
- Report hazards, incidents and near misses

Unsafe behaviour will not be tolerated.



Own It

We take responsibility for delivering results.

- Act with accountability and follow through on commitments
- Focus on continuous improvement
- Accept feedback and learn from mistakes



Thinking Outside the Square

We encourage ideas and improvement.

- Challenge the status quo respectfully
- Embrace change and learning
- Share ideas and learnings



Do the Right Thing

We act with integrity.

- Be honest and transparent
- Treat others with respect
- Speak up when something is not right



Be One Team

We work collaboratively.

- Support colleagues and share knowledge
- Act in the best interests of the business
- Value diversity of experience and thinking



Protect and Grow

We act responsibly for the long term.

- Care for the environment and natural resources
- Build strong relationships with communities and partners
- Protect the future of our business

3. Our Responsibilities

Everyone

We are all responsible for:

- complying with the law and this Code
- acting honestly and ethically
- following company policies and procedures
- speaking up about concerns or suspected misconduct

Leaders

Leaders have additional responsibilities because of their role and influence within Select Harvests. In particular, leaders are expected to:

- role model the Code and our values
- create a safe, respectful and inclusive environment
- address misconduct promptly and fairly
- encourage and protect those who speak up

Failure by a leader to act on known issues may itself be a breach of this Code.



4. Doing the Right Thing in Our Work

Acting Lawfully and Ethically

We comply with all applicable laws and regulations. No one should ever feel pressured to act unlawfully or unethically.

Conflicts of Interest, Gifts and Improper Influence

You must act in the best interests of Select Harvests.

- Declare any actual or potential conflict of interest early
- Avoid situations where personal interests could influence business decisions
- Do not offer or accept bribes, kickbacks or improper benefits
- Gifts or hospitality must never influence, or be perceived to influence, business decisions and must be declared where there is any uncertainty

Declaring a conflict is never a breach. Failing to declare one may be.

Fair Competition and Dealing

We compete fairly and honestly.

- Comply with all applicable competition laws and do not engage in anti-competitive conduct
- Do not misuse or benefit from confidential or inside information
- Treat customers, suppliers and competitors with respect

Use of Company Assets and Information

We protect company assets, systems and information.

- Use company resources responsibly
- Protect confidential and personal information
- Do not misuse technology or social media

Limited personal use of company systems is acceptable where it is reasonable, incidental and does not interfere with work duties or breach company policy.



5. A Respectful, Safe and Inclusive Workplace

We are committed to a workplace that is safe, inclusive and free from discrimination, bullying and harassment.

We will not tolerate:

- unlawful discrimination
- bullying or harassment
- intimidation, abuse or violence

Everyone has a right to be treated with dignity and respect.

6. Protecting Our Business and Reputation

We act in ways that protect Select Harvests' reputation.

- Behave professionally at work-related events
- Use alcohol responsibly at approved functions
- Do not engage in conduct that could bring the company into disrepute
- Maintain political neutrality and do not engage in party political activity, make political donations, or support political parties or candidates on behalf of Select Harvests

Obligations relating to confidentiality, intellectual property and ethical use of company information continue after leaving Select Harvests.



7. Speak Up

Speaking up is a responsibility.

You must raise concerns if you:

- identify a safety risk or unsafe behaviour that could cause harm to people, the environment or the business
- see behaviour that does not align with this Code
- believe the law or company policies may be breached
- feel pressured to act unethically

Concerns can be raised with:

- your manager
- People, Safety & Sustainability
- a senior leader or director
- the Whistleblower Service

We do not tolerate retaliation against anyone who raises a concern in good faith. Remaining silent about known misconduct may itself be a breach of this Code.

8. Consequences of Breach

Breaches of this Code are taken seriously.

Consequences may include:

- counselling or training
- disciplinary action
- termination of employment or engagement
- legal action where appropriate



9. Annual Declaration

All directors, employees, contractors and representatives must confirm each year that they:

- have read and understood this Code
- will comply with the Code and related policies
- will speak up about concerns or misconduct
- have disclosed any actual or potential conflicts of interest

Failure to comply with this Code may result in disciplinary action, including termination.

This code will be regularly reviewed and updated as required.



Our commitment

This Code has the full support of the
Select Harvests Board and Executive Team.

Together, we are accountable for living our values
and doing the right thing, every day.



Select Harvests