

Our Code of Conduct is how we do things around here.

01 Are safe and fit for work

- Put our safety and that of others first - **ZERO**Harm.
- Are fit for work and monitor others to make sure they are also fit for work.
- Understand what is required to be fit and will work when we are fit to do so.

02 Behave professionally

- Work to the best of our abilities and apply the highest professional standards.
- Dress professionally and act consistently with this Code in all our interactions, at work and work-related activities (including those outside of work hours).
- Are proud to represent Aurizon.

03 Respect others

- Treat each other with dignity, fairness, equity and without discrimination.
- Look out for our colleagues and take a stand against inappropriate behaviors and actions.

04 Conduct ourselves lawfully, ethically and fairly

- Comply with laws, enterprise agreements, policies and management frameworks.
- Always make decisions and take actions that promote Aurizon's business interests and reputation.
- Have regard for our corporate social responsibility in our conduct and our decisions.

05 Responsibly manage conflicts of interest

- Declare actual and perceived conflicts of interest and responsibly manage conflicts that arise.
- Decline, or accept and declare, the receipt of any gifts, benefits and hospitality that are not of a token nature.

06 Protect confidential information

- Protect all private, confidential and commercially sensitive information, and do not share this information with third parties unless authorized or required by law.
- Do not make comment to the media unless authorised to do so.

07 Use our systems, equipment, property and tools appropriately

- Make sure our use of all our systems, equipment, property and tools is appropriate, complies with our policies and standards and does not damage Aurizon's reputation.
- Safeguard our systems, equipment, property and tools from damage and misuse.

08 Uphold securities exchange requirements

- Comply with listed company requirements.
- Do not trade in shares if we have inside information.
- Do not trade in company shares during blackout periods.

09 Consider the community and the environment

- Contribute to Aurizon being a good corporate citizen.
- Responsibly consider the community and the environment in our actions and decisions.
- Are part of the community and we are here for the long term.

10 Report suspected breaches of this Code

- Report suspected breaches of this Code, our policies, safety and other standards to management for further action.
 - Understand that breaches will be dealt with under the relevant policy.
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Our Values



Safety



People



Integrity



Customer



Excellence