

Code of Conduct

1. Purpose and Intent

Aurizon's Code of Conduct aligns with our values and outlines how to meet expectations of conduct. Our values are:

- Safety: we have a relentless focus towards **ZERO**Harm
- People: we seek diverse perspectives
- Integrity: we have the courage to do the right thing
- Customer: we strive to be the first choice for customers
- Excellence: we set and achieve ambitious goals

Our Code of Conduct is important because:

- it guides our thinking and actions that form the basis of how we work together
- it explains the expected standards of conduct we are accountable for
- it is fundamental to how we collectively deliver Aurizon's strategy in a sustainable way
- it promotes fair and ethical decision making

All Aurizon employees, Board directors and contractors commit to our Code of Conduct and demonstrate Aurizon's values by showing:

- We are fit for work and work safely
- We act professionally
- We are lawful, ethical and fair
- We use our systems, equipment, property and tools appropriately
- We speak up when Aurizon values are not demonstrated

Breaches of the Code of Conduct are taken seriously and could result in termination of employment or loss of contract for services.

2. Expectations

We are fit for work and work safely

How do you demonstrate that you are fit for work and work safely?

- Put safety first, promoting a culture of **ZERO**Harm
- Proactively identify and manage safety risks
- Understand what is required to be fit for work. Advise your line manager if you suspect that either you or a colleague is unfit for work
- Understand what is required to perform your work safely
- Safely perform your work
- Safely intervene if a colleague is not working safely or is in danger
- Report near misses, safety breaches and incidents for investigation and action
- Wear personal protective equipment (PPE), when appropriate, and make sure it is in good condition

We act professionally

How do you demonstrate that you are acting professionally?

- Strive to enhance Aurizon's reputation at all times
- Reflect Aurizon's values when representing the company at work and outside of work
- Work to uphold the professional standards of your job
- Comply with safe, lawful and reasonable management direction
- Take responsibility and be accountable for your actions

We are lawful, ethical and fair

How do you demonstrate that you are lawful, ethical and fair?

- Treat others fairly, courteously, with respect for the privacy and dignity of every person
- Act honestly and with integrity in all workplace interactions
- Do not bully, harass, or discriminate unlawfully
- Look out for your colleagues, taking a stand against inappropriate behaviours and actions
- Deal with customers, suppliers and supply chain partners fairly
- Be environmentally responsible
- Be considerate of work activities that impact on our communities and be aware of the positive contributions you can make
- Comply with laws, contracts, commitments, standards and procedures. Keep up to date with any changes
- Declare actual and perceived conflicts of interest and responsibly manage conflicts
- Decline, or obtain approval for and declare, any gifts, benefits and hospitality that are not token in nature
- Do not trade in Aurizon shares if you have insider information or during blackout periods
- Treat business information confidentially, unless it has been made public by Aurizon (e.g. released to the Australian Securities Exchange)

We use our systems, equipment, property and tools appropriately

How do you demonstrate you are using our systems, equipment, property and tools appropriately?

- Make sure you have received appropriate training, accreditation or authorisation in the use of any systems, tools and equipment
- Make sure your personal use of systems, tools and equipment complies with the relevant commitments, standards and procedures
- Maintain tools and equipment in good working order and report any damage or misuse
- Make sure that all electronic communications are consistent with this Code
- Unless authorised, do not share your passwords or other security devices or measures

We speak up when Aurizon values are not demonstrated

How do you speak up when Aurizon values are not demonstrated?

- Promptly challenge others when they engage in breaches of this Code of Conduct

Report suspected fraud, improper conduct or breaches of this Code of Conduct to management, your HR Partner or call the Whistleblower Hotline on 1800 144 774. Refer to the Whistleblower Standard for more information on protected whistleblower claims.