



## **BASS OIL LIMITED - CODE OF CONDUCT POLICY**

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The corporate goal of Bass Oil Limited (“BAS” and “the Company”) is to build an energy business providing lasting growth in shareholder value while at the same time maintaining a reputation for integrity and fairness.

It is considered that this Code of Conduct Policy will help the Company maintain high standards of honesty and responsibility and enhance the Company’s reputation for fair and responsible dealing. The Policy provides a set of values to guide all directors and employees in the conduct of the business. It is intended that the Policy complies with current best practice for corporate governance in the community in which Bass operates.

Directors, officers and employees will apply the principles set out in the Code of Conduct Policy to: relationships with each other; with the Company and with all the people with whom they deal in their work. Directors and employees are personally responsible for behaving in accordance with this Policy and, if the need arises, for reminding others of their obligation to do likewise. Failure to comply with this Policy may result in the Board requiring the resignation of the Director, officer or employee who has failed to comply. Any instances of violation of this Policy must be reported to the Board.

Any particular situation involving the Code of Conduct Policy can be tested by asking the question - “What is the right thing to do?” Accordingly, the Code of Conduct is the most important document issued by the Company to its employees and Directors and the six principles are to be regarded as a minimum standard.

The Code of Conduct Policy shall be provided to all employees and Board members requesting that each employee/Board member be familiar with the Policy and that they conduct themselves in accordance with the requirements of this Policy. Code. The Secretary of the Audit Committee is responsible for initiating this process each year and maintaining records of compliance.

### **THE SIX PRINCIPLES OF THE CODE OF CONDUCT**

- We will respect the law and act accordingly.
- We will not allow personal interests, or interests of any associated person, to cause loss or injury to the Company.
- We will use the Company’s assets (including funds, information, equipment) responsibly and in the best interests of the company.

- We will conduct ourselves with integrity, be fair and honest in our dealings and treat others with dignity.
- We will be responsible for our actions and accountable for their consequences.
- We will ensure that all best practices with regards to OHS, Environment and Cultural Heritage are engaged in all dealings with employees, contractors and stakeholders.

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Tino Guglielmo  
Managing Director