



## CODE OF BUSINESS CONDUCT POLICY

Archimica is committed to maintaining high standards of business conduct in our dealings with customers, suppliers, fellow employees, civic and community leaders, and others. We have a stated commitment to be a responsible corporate citizen and to build relationships based on trust and treat every individual with respect and dignity in the conduct of Archimica business.

This includes:

**1. COMPLIANCE WITH APPLICABLE LAWS.** Archimica employees are to obey all laws and regulations applicable the Archimica's activities and to applicable international and national industry codes of practice. All employees are to act with due care, competence, and diligence and shall ensure, to the best of their ability, that all entries, books, records and accounts of the Archimica accurately and fairly reflect the Archimica's operations and transactions. It is the responsibility of all employees to ensure, by taking advice where appropriate, that they are fully aware of all relevant laws and codes of practice.

**2. AVOID ACTUAL OR POTENTIAL CONFLICTS OF INTEREST.** Archimica employees are to avoid being in a position where his or her personal interests or relationships conflict or appear to conflict with the best interests of Archimica. This means that employees should avoid doing anything that would compromise or appear to compromise Archimica or themselves as individuals.

**3. OBSERVANCE OF ETHICAL STANDARDS.** Archimica employees are to follow high ethical standards and act with honesty and integrity while conducting Archimica business.

It is important that these principles be followed by all and each employee should serve as a role model for fellow employees and the professional community. Concerns or issues can be addressed by contacting the applicable supervisor and/or Archimica's General Counsel at: [legal@archimica.com](mailto:legal@archimica.com)

On behalf of the Board of Directors

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James Harrison  
CEO