



GLADSTONE INDUSTRY LEADERSHIP GROUP LTD **CODE OF CONDUCT**

Members must support sustainable development of industrial resources in the Gladstone region by contributing to the activities of, and working in conjunction with, the Gladstone Industry Leadership Group Ltd.

Members must lead, promote and seek continual performance improvements in areas of community concern, such as:

- Health & safety
- Environment compliance
- Labour force recruitment and retention
- Infrastructure development
- To engender stakeholder support for on-going operations and future development of industrial resources in the Gladstone region.

Members must commit to principles of behaviour that contribute to community engagement and stakeholder support for sustainable development of industrial resources in the Gladstone region, such as:

1. integrating sustainable development principles within the corporate decision making processes
2. implementing effective and transparent communication with stakeholders including independently verified reporting processes
3. implementing processes, plans and key performance indicators (KPIs) to seek continual improvement in environmental performance
4. implementing processes, plans and key performance indicators (KPIs) to seek continual improvement in the health and safety of the workforce and the community
5. implementing risk management strategies that are based on valid data and sound science
6. contributing to conservation, mitigating impacts on biodiversity, and applying integrated approaches to land use planning
7. encouraging and facilitating responsible product design, transportation, use, recycling and waste disposal
8. contributing to the social, economic and institutional development of the local community
9. upholding fundamental human rights and respecting cultures, customs and values in dealings with employees and the local community
10. implementing and maintaining ethical businesses and sound systems of corporate governance

Rio Tinto Alcan

Doug Grimmond – General
Manager Operations, Rio Tinto
Alcan, Yarwun



Glenn Schumacher –
General Manager, NRG



Brian Cooper – General Manager
– Operations, Boyne Smelters



Kevin Doyle – Operations
Manager, Gladstone/Rockhampton,
Cement Australia



Phil Campbell – Managing
Director, QAL