



CODE OF CONDUCT

Core Value	For Directors, Employees, Consultants and Contractors	
1	<p>Respect each other and the Environment in which we work.</p>	<ul style="list-style-type: none"> ■ We never engage in actions or behaviours that involve harassment, bullying or discrimination and comply with Metro Mining Environmental and Community Relations policies and procedures.
2	<p>Be Safe in Everything we do.</p>	<ul style="list-style-type: none"> ■ Safety first mindset, taking care of each other and being accountable for ourselves. ■ We comply with all Health and Safety policies, standards, procedures and directives.
3	<p>Trust each other to do the right thing every time.</p>	<ul style="list-style-type: none"> ■ Comply with all laws and regulations, and Metro Mining Policies, Standards and Procedures relevant to their area of work. ■ We protect all Company assets and information, with no tolerance for theft, misuse or misappropriation of Company assets.
4	<p>Build Integrity and Ethics into all our business decisions.</p>	<ul style="list-style-type: none"> ■ We conduct ourselves with honesty and integrity, conduct all business transactions solely in the best interests of Metro Mining. ■ Maintain the highest levels of professional conduct in their interactions with each other and in representing Metro Mining to all stakeholders.
5	<p>Continuous Improvements will deliver efficiency and create opportunities.</p>	<ul style="list-style-type: none"> ■ We transform by examining what we do and how we do it every day and seeing if we can do it in a new, better, or faster way. ■ All employees, by being courageous and curious, help Metro Mining continuously improve and find ways to stay ahead.