

Corporate code of conduct

The Corporate Code of Conduct (“**Code**”) for Queensland Gas Company Limited (“**Company**” or “**QGC**”) is designed to maintain confidence in the integrity of QGC and the responsibilities and accountability of individuals for reporting and investigating reports of unethical practices.

This Code expresses certain basic principles that QGC, its officers, employees and external consultants should follow. They should be loyal to the Company, should show the highest business integrity in their dealings with others, including preserving the confidentiality of other peoples’ information and should conduct QGC’s business in accordance with the law and principles of good business practice.

The Code reflects QGC’s recognition that its reputation is an essential element of the Company’s success. Each employee and consultant employed by QGC must act in a way that preserves and enhances QGC’s reputation.

QGC strives to maintain the highest standards of conduct in its business practices. As a fundamental condition of employment, every Director, officer and employee is required to act in a manner consistent with this principle.

The following minimum standards of conduct are expected:

- jobs must be carried out in a safe, responsible and effective manner in accordance with all OH&S guidelines/responsibilities and consistent with Company objectives and joint venture commitments;
- fellow employees must be treated with honesty, courtesy and respect, and in accordance with the Company’s Equal Employment Opportunities policy;
- the laws and customs of Australia, and of other countries with which QGC has dealings, must be respected and observed;
- the highest moral and ethical standards must be demonstrated in all dealings within the Company, with other business entities and with the community at large;
- any activity or interest which may reflect unfavourably on an employee’s or QGC’s integrity or reputation must be avoided. This may be extended to include personal conduct and behaviour outside of hours of work, whenever the employee is or could be viewed as representing the Company;
- personal business and financial interests must be arranged in such a manner as to ensure that there are no conflicts with duties as a QGC employee, or interests - financial or otherwise - prejudicial to QGC or its partners;

- acceptance of minor goodwill benefits and reasonable business-related entertainment may be appropriate in some circumstances, but otherwise no gifts, favours or payments based on a business relationship, or possible business relationship, must be accepted;
- confidential or proprietary information must not be disclosed to anyone without authorisation, nor used under any circumstances for personal gain;
- the use, or misuse, of company assets and resources to secure personal gain or profit is forbidden;
- business activities will be carried out so as to pay proper regard to protecting the environment; and
- personal information will only be collected and distributed ethically and lawfully. Confidentiality of personal information in Company records must be strictly maintained.