

CODE OF CONDUCT

1 Purpose

The Code of Conduct applies standards for appropriate ethical and professional behaviour based on the Company's core values of Safety & Environment; Teamwork; Integrity; Courage and Professionalism whenever and wherever relevant to our work and responsibilities.

2 Scope

It is applicable to each director, employee, contractor, and consultant of the Company (except to the extent that this Code of Conduct conflicts with a professional code of conduct otherwise applicable to that person). Each of us is responsible for our own actions and for understanding our obligations under the Code.

The Code of Conduct is not exhaustive nor prescriptive and cannot anticipate every ethical challenge that directors, employees, contractors, and consultants may face; however, the principles of the Code are provided to assist each of us to understand our obligations to act ethically and professionally.

3 Code of Conduct

NeuRizer Ltd. (Company or NRZ) is committed to establishing an organisational culture based on professionalism and integrity and one which is grounded in ethical and responsible behaviour and decision-making. The Company is committed to achieving best practice in its operations, having reference to its obligations under various laws and regulations, and as recommended by the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

In accordance with the Company's values, the Company is committed to conducting all of its business dealings with the highest level of honesty and integrity, creating and maintaining a culture of transparency, while seeking at all times to create and grow shareholder value.

NeuRizer Ltd. will not tolerate unethical, unlawful, or dishonest conduct.

This Code applies to everyone in the business, including Company directors, employees, contractors, and consultants.

3.1 Acceptable Behaviour and Responsibilities

Company directors, employees, contractors, and consultants are always expected to comply with the behaviours outlined in this Code of Conduct. Each individual is expected to adhere to the following general principles;

- Put safety first in everything we do;
- Always act in the best interest of the Company;
- Maintain and promote high levels of acceptable behaviour;
- Help to build and maintain a culture that is just, fair and equitable to all,
- Always show respect for others.

3.2 Employees, Contractors, Consultant

As a director, employee contractor or consultant of the Company you are responsible for the way you behave and your actions. All of our decisions must be ethical and comply with legislation, enterprise agreements, awards, policies, procedures, rules and job requirements. In your work at the Company you must:

- Carry out your duties carefully, safely, honestly, courteously and fairly;
- Use your authority and delegation/s in an unbiased way for the intended work-related purposes;
- Use Company's resources and property efficiently and economically;
- Work cooperatively with colleagues in a spirit of support and respect for others;
- Share information, knowledge and expertise with colleagues;
- Be honest and accurate in timekeeping and in meeting attendance requirements.

3.3 Compliance with Laws

The Company will comply with the laws, regulations, and practices of each country in which it conducts its business. Where the standards of compliance required in another country in which the Company's business is conducted differ from those applying to the Company's operations within Australia, where appropriate, the Company will seek to comply with the higher standards at all times.

3.4 Conflicts of interest

The Company's directors, employees, contractors, and consultants must disclose to their appropriate manager or the Managing Director any direct or indirect, actual or perceived conflict of interest between their personal or private interests and those of the Company's business and operations.

3.5 Corruption and Bribery

Under no circumstances will any director, employee, contractor, or consultant of the Company engage in any conduct which may constitute or may be perceived to constitute (whether directly or indirectly), the giving or receipt of bribes, facilitation payments, inducements, commissions or other improper benefits, whether or not such conduct has the purpose of furthering a person's own, or the Company's, interests. To ensure impartiality the Company's Anti-bribery Gifts and Benefits Policy must be followed.

3.6 Discrimination, Harassment, and Bullying-free Workplace

The Company is committed to providing a work environment that is free from harassment, discrimination, victimisation, and bullying. Directors, employees, contractors, and consultants must not discriminate, victimise, intimidate or harass any other director, employee, contractor, consultant, or member of the public for any reason as defined in the Company's Workplace Bullying and Harassment Procedure. Managers and supervisors will undertake training and other active measures to ensure they know how to deal with harassment, discrimination, victimisation and bullying in their work area.

3.7 Diversity and Equal Opportunity

The Company strives to value and recognise each individual's contribution and strengths regardless of age, race, nationality, ethnicity, language, religion, political beliefs, marital or civil partnership status, pregnancy, parental leave, adoption status, gender identity, sexual orientation, physical ability or any other status protected by law or regulation. The Company is committed to maintaining a talented and diverse workforce as described in the Company's Equal Opportunity Policy.

3.8 Health & Safety and Welfare

The Company is committed to ensuring that its Health & Safety policies are integrated into work practices and that areas of responsibility are compliant with applicable legislation and statutory requirements as a minimum. The Company is committed to providing a safe and healthy (both physically and psychologically) workplace for employees, contactors, consultants, and visitors. Employees, contractors, and consultants are expected to:

- Comply with the Company's Health, Safety Policy and Procedures, and the Drug and Alcohol Testing Procedure;
- Comply with the Company's Smoking & Smoke Free Workplace Policy;
- Identify, assess and control hazards (both physical and psychological) in the work area before commencing any work;
- Report hazards, damage and injuries immediately;
- Follow the safety procedures, rules and guidelines or instructions that apply to your workplace;
- Exercise appropriate behavioural choices and present fit for work as described in the Company's Health and Safety Policy;
- Participate in consultative processes to improve and enhance safety (both physical and psychological);
- Use safety equipment, uniforms and protective clothing as provided;
- Keep the workplace clean and tidy;
- Report any interference, obstruction, or misuse of anything provided for the safety of people in the workplace; and

Inform their Supervisor, Manager, HSE Advisor or Senior management if they are concerned about a safety (physical or psychological) issue.

3.9 Privacy and Confidential Information

The Company respects the privacy of its directors, employees, contractors, consultants and external stakeholders through the continuous development and review of its privacy procedures and use of confidential information and will ensure compliance with the Company's Information Security Procedure and relevant legislation. It is important that directors, employees, contractors, and consultants understand the standards and procedures on personal information and privacy.

3.10 Communicating Externally

Our public disclosures must only be made by authorised persons according to the Communication Procedure. Any public written or verbal communication that can be attributed to the Company or to one of our employees may amount to a public disclosure. This includes but is not limited to, reports, news releases, interviews, the Company's website, and social media.

3.11 Sustainability, Environment, and the Community

Sustainability is the way the Company ensures longevity by considering the social, environmental and economic impacts of doing business.

3.11.1 Environmental

The Company acknowledges the potential impact of its business on the natural environments in which it operates and undertakes to minimise, the impact of its business operations on the environment and will continuously seek to improve its production processes and methodology to improve waste management and

the efficient use of resources. The Company is committed to communicating with shareholders, government and community about its operations and their impact on both the natural and man-made environments. The Company encourages its stakeholders to communicate their concerns or suggestions for improvement for the consideration and, if appropriate, action of the relevant operational personnel. Employees, contractors, and consultants are expected to comply with the Company's Environmental Policy and processes.

3.11.2 Community

The Company will seek to make a meaningful contribution to the communities in which it operates by supporting when appropriate, whether financially or otherwise, the needs and interests of those communities.

3.12 Unlawful, Dishonest, or Unethical Behaviour

The Company is committed to ensuring that all directors, employees, contractors, and consultants feel able to, and are encouraged to, raise any concerns they may have regarding unlawful, dishonest, fraudulent or unethical behaviour or conduct within the Company with the Managing Director, or People & Culture Manager, without fear of victimisation, harassment or discrimination, and in the knowledge that such concerns will be properly received and investigated in accordance with the Company's Whistleblower Policy.

3.13 Use of Company Property

Directors, employees, contractors, and consultants must not make improper use of knowledge or information (whether confidential or not) or equipment to which they have access as a result of their position. The misuse of confidential information or information which is not publicly available is strictly prohibited and is the subject of the Company's Securities Trading Policy. Competitively sensitive and proprietary information must be protected from unauthorised use or disclosure. Computer hardware, software and data stored on our information technology, as well as Company data stored on personal devices are the property of the Company. The safeguarding of this information technology is your responsibility. If you are not sure what you can share, ask your manager. Company assets should always be used for their intended purpose and appropriate precautions should be taken to prevent theft, misappropriation, damage, or misuse.

4 Compliance with this Code

Each person is responsible for their actions and accountable for the consequences of them, and compliance with this Code of Conduct is the concern of each individual associated with the Company. It is the responsibility of the Board, Company Executives and senior managers to ensure all employees, contractors, consultants and other interested parties are aware of this Code of Conduct, and to lead by example in compliance with it. Actual or suspected breaches of this Code of Conduct should be reported to the Managing Director or People & Culture Manager for investigation and management. The Company will take action in relation to any breach of the Code. Any investigations that may result from breaches of this Code of Conduct will be fair and objective. For employees such action may range from performance counselling to disciplinary action (including dismissal) and, for contractors or consultants may result in termination of their engagement.

5 Amendment

This document cannot be amended without approval of the NRZ Board. It will be reviewed from time to time to ensure that it remains effective and meets best practice standards and the needs of NRZ.

6 Related Documents

Document Name
Workplace Bullying and Harassment Procedure
Equal Opportunity Policy
Smoking & Smoke Free Workplace Policy
Drug and Alcohol Testing Procedure
Information Security Procedure
Securities Trading Policy
Health & Safety Policy
Environmental Policy

Approved	Date Approved
Approved by NRZ Board of Directors	1 st November 2023