



# GROUP GOVERNANCE STANDARD 9 CONFLICT OF INTEREST STANDARD

DATE: 5 DECEMBER 2022



DATE	CHANGE	APPROVED
05/12/2022	Board Annual Review	Board
29/06/2022	Original adoption	ELT



## TABLE OF CONTENTS

1.	PURPOSE .....	1
2.	SCOPE .....	1
3.	WHAT IS A CONFLICT OF INTEREST? .....	1
4.	WHAT TO DO IF YOU HAVE A CONFLICT .....	1
5.	CONSEQUENCES OF BREACH .....	2
6.	STANDARD REVIEW .....	2
7.	CONTACT DETAILS .....	2
8.	APPENDIX A .....	3



## 1. PURPOSE

IGO Limited and its related companies (**IGO**) are committed to conducting business honestly and ethically, in accordance with its Code of Conduct.

We expect our people to act in the best interests of IGO. This means we need to ensure the private interests of individuals are not in conflict with those of IGO.

The purpose of this Standard is to set out the procedure for IGO's approach to:

- recognising and avoiding conflicts of interest; and
- declaring conflicts of interest.

This standard is available in the Corporate Governance section of our website at <http://www.igo.com.au/site/business/governance> and in IGO's Internal Document Management System.

## 2. SCOPE

The Standard applies to all employees, directors and officers, as well as full-time, part-time and casual employees, contractors and consultants of IGO, and IGO group companies (the **Group**) (each being **IGO personnel**).

## 3. WHAT IS A CONFLICT OF INTEREST?

A conflict of interest may occur when an individual's personal interests – family, friendships, financial, or social factors – could have the potential to affect, or could have the appearance of affecting their judgement, objectivity, or independence to properly fulfil their responsibilities to IGO.

### Examples of potential conflicts of interest:

- Using IGO business opportunities, confidential information, assets, or services to benefit another entity, individual, or yourself.
- Having personal investments, directly or indirectly, in companies or businesses when it might cause, or appear to cause, you to act in a way that could impact IGO.
- Participating in outside employment, board roles or consulting activity when it might cause, or appear to cause, you to act in a way that could impact IGO<sup>1</sup>.
- Hiring or supervising a partner, family member or household member.

## 4. WHAT TO DO IF YOU HAVE A CONFLICT

To manage conflicts of interest, individuals must disclose any real, potential or perceived conflict to their manager. Where applicable, especially if the conflict cannot be effectively managed or resolved, they in turn may need to disclose the conflict to the Company Secretary.

Please ask your manager or the Company Secretary if you are unsure about a potential or perceived conflict.

Please see the flowsheet at Appendix A for further information about reporting a conflict of interest.

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<sup>1</sup> Refer to your Contract of Employment regarding restrictions on additional employment outside of IGO.



## **IGO Board of Directors**

IGO Directors must disclose any real, potential or perceived conflict of interest in-line with the processes detailed in the IGO Board of Directors – Confidentiality and Conflict Protocol.

### **5. CONSEQUENCES OF BREACH**

Failure to disclose any real, potential or perceived conflict of interest is serious and may have significant reputational, commercial, operational and/or legal consequences for the individual and/or for IGO. Depending upon the nature and severity of the matter, breaches may result in disciplinary action for the individual(s), including termination of employment and/or legal action.

### **6. STANDARD REVIEW**

This Standard will be reviewed every three years to ensure that it is operating effectively and assess what changes may be required.

### **7. CONTACT DETAILS**

If you have any questions, concerns or feedback about this Standard, you should contact the Company Secretary at: IGO Limited, PO Box 496, South Perth, WA 6951.

Phone: 08 9238 8300

Email: [contact@igo.com.au](mailto:contact@igo.com.au), Attention: the Company Secretary

8. APPENDIX A

**Group Governance Standard 9 – Conflict of Interest Standard**

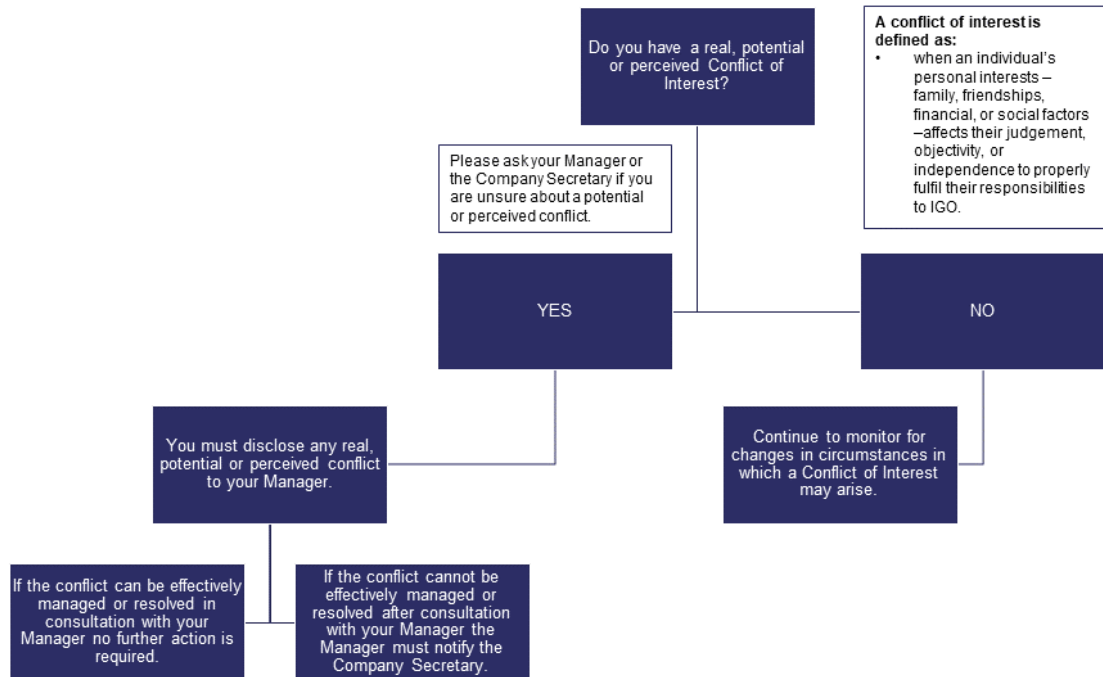


Figure 1: Appendix A