



AuctionsPlus

The Digital Ag Market

The AuctionsPlus Code of Conduct

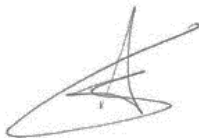
Introduction

AuctionsPlus was founded in 1986 and, since inception, has been a platform where stakeholders have been able to interact and make empowered decisions. The evolution of our values have been the cornerstone of how we measure ourselves and how we interpret the future.

The AuctionsPlus Code of Conduct is a continuation of the behaviours and values that we expect all stakeholders to own and uphold. Trading on Australia's Digital Ag Market, places an obligation on all parties to do so with the expected standards and behaviours to keep trust and integrity at the centre of how we interact.

The platform exists for the benefit of its users and its future prosperity is directly linked to our ability to maintain an environment where we trust each other and where diversity and inclusion are highly valued.

Angus Street



CEO - AuctionsPlus



Who does the Code apply to:

The AuctionsPlus Code of Conduct applies to all who directly or indirectly engages with or uses the platform and includes employees, directors, contractors and vendors, buyers, agents and assessors.

Why do we need a Code of Conduct:

Our Code of Conduct exists to help us make decisions that contributes to us meeting the highest standards of ethical behaviour.

Code of Conduct:

To offer everyone equal opportunity, we do not tolerate any form of **discrimination**. Discrimination includes, but is not limited to, a person's gender, sexual orientation, disability, religion, or cultural background.

We do not tolerate any form of **bullying or harassment**. This includes cyber-bullying or the posting of demeaning comments, offensive remarks, or the spreading of false or inaccurate information. The distribution of unsolicited or inappropriate material through any communication mediums will also not be tolerated.

We will not tolerate **verbal abuse** towards our staff or any other user. Incidents of aggressive or threatening behaviour may result in action being taken against the perpetrator.

The AuctionsPlus **values** are aspirational and we all must align our behaviour to these values. The values are listed below and are also detailed on our website:

- We own our actions.
- We go above and beyond.
- We nurture growth and happiness.
- We are dynamic leaders.
- We experiment and challenge courageously.
- We are open, honest, and respectful.

We must avoid any situation which may lead to a **conflict of interest** in any role in dealing with AuctionsPlus. If a conflict of interest does arise, we should take every effort to action or remove the conflict.

We may not make gain, or seek to gain a **benefit or advantage** through the improper use of inside information or one's status, power or authority.

We must endeavor to make decisions that are in the best interest of **animal welfare** and promote the management of livestock to the best of our abilities.

We understand and appreciate the rights and responsibilities provided by all **AuctionsPlus Terms and Conditions** and must ensure we keep abreast the contents and any revisions of the Terms and Conditions that may be published from time to time.

We must act with **due care, diligence** and **lawfully** in the performance of duties.

We do not tolerate any **retaliation** when speaking out or reporting any concerns with any behaviour that may be in contradiction of the Code of Conduct.

You must provide **accurate** information to AuctionsPlus and other parties and ensure that any updates to any information is on a timely basis.

You may not attempt to **circumvent** the AuctionsPlus sales process or attempt to divert customers to another website. This means that you may not provide links or messages that prompt users to visit any competing website.

Any information provided to you during your dealings with AuctionsPlus may be **used for the sole purposes** it was intended. Upon completion of the activity, you are to permanently destroy the information provided and not retain a copy in any shape, form or medium.

Our ratings system is based on **honest feedback** and you may only request feedback from parties in a neutral manner. You may not attempt to influence or inflate customers' ratings, feedback, and reviews.

Breaches of the Code:

Parties will notify AuctionsPlus of any violations to this Code. Such notice shall be provided as soon as reasonably possible upon the Parties' knowledge of such violation. Incidents should be reported to integrity@auctionsplus.com.au. The impact will be that the parties may be subject to disciplinary action which may involve a suspension or termination from the use and access to the platform.