

# DIRECTOR CODE OF CONDUCT (EXPECTATIONS OF DIRECTORS)

## Campbell Page Limited (ACN 120 363 635)

Adopted by the Campbell Page Limited Board on 25 June 2019.

Last reviewed by the Board on 29 November 2022.

Members of the Board of Campbell Page Limited (the Directors) must meet the following expectations while they are Directors:

1. Each Director takes individual responsibility to actively contribute to all aspects of the Board's role and functions as stated in the Board Charter, Letter of Offer and Conflicts of Interest Policy (for Directors);
2. Each Director will act consistently with Campbell Page Limited's values, culture and behaviours as set out in the Campbell Page Code of Conduct and Workplace Behaviour Policy;
3. Directors will build an effective working environment within the Board, and between Board and Management, through openness, honesty, fostering trust and mutual respect, and taking individual responsibility for the role and functions of Board members;
4. The Board speaks with one voice outside the boardroom by supporting, adhering to and not contradicting the formal decisions of the Board made in its meetings;
5. Directors will only contact Campbell Page Limited's staff through meetings and opportunities provided to the board or committees and otherwise only through the chief executive officer or in accordance with board-approved protocols;
6. Each Director is expected to comply with the Board's minimum contribution expectations set out in the Letter of Offer and actively participate in and positively contribute to discussions at Board meetings. Campbell Page also expects Directors to:
  - carefully consider Board papers and be willing to question one another and management as and when necessary;
  - strike an appropriate balance between the short- and long-term interests of Campbell Page;
  - quickly and diligently respond with action in the face of business adversity; and
  - ensure the needs of our customers are understood and always at the front of mind.