

THE PERTH MINT

# Code of Conduct



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The Perth Mint acknowledges the Whadjuk people of the Nyoongar nation as the traditional custodians of the lands on which our business operates. We pay our respects to all Aboriginal and Torres Strait Islander people, and to Elders past, present and future.

# A message from our CEO, Paul Graham

Our Code of Conduct is more than a policy, it's a reflection of our purpose, *We bring the timeless wonder of precious metals to the world.*

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At The Perth Mint, our reputation is built on more than 125 years of integrity, excellence and trust. As custodians of a proud legacy, we each have a role to play in upholding the standards that define who we are and how we operate.

Our Code of Conduct guides our everyday decisions and interactions, helping us work safely, responsibly and ethically, while delivering value to the people of Western Australia.

Every choice we make should demonstrate our values:

- Responsibility – in how we source our precious metals, treat our environment and one another.
- Integrity – in every aspect of what we do, ensuring we live up to the expectations of the people of Western Australia.
- Safety – for ourselves and our colleagues.
- Excellence – in striving to do our best, every day across every area of our business.

Together, these principles define the way we conduct ourselves and strengthen the trust placed in us by our customers, stakeholders and the people of Western Australia.

By living our values and upholding the Code of Conduct, we ensure The Perth Mint continues to operate sustainably and achieve our mission of shaping the precious metals industry through the innovation, expertise and values of our people.



**Paul Graham (he/him)**  
Chief Executive Officer

# Overview

Our Code of Conduct (the Code) is built on our values and sets the standard for how we behave at work. It is the foundation for how we act and interact with others, guiding our attitudes, decisions, and everyday conduct across The Perth Mint.

## Our Values

Our RISE values show what we stand for. They help guide how we act, how we think, and how we work together to reach our goals.



### Responsibility

We will be **responsible** in how we source our precious metals, in how we treat our natural environment, in how we treat each other. We will be responsible for the work we do and the quality we put our name to.



### Safety

**Safety** is our number one priority. We are each responsible for our own safety and for the safety of our colleagues. This is physical as well as mental safety. We will speak up if we see something. We will be safe at work, and safely home at the end of each day.



### Integrity

We will show **integrity** in what we do. We will be the trusted partner of those we work with and serve – our customers and suppliers. We take our government ownership seriously and will live up to the expectations of the people of Western Australia.



### Excellence

We take pride in what we do. We strive for **excellence** across our entire business.

## Application of the Code

The Code applies to everyone working for Gold Corporation which trades as The Perth Mint. This includes:

- All employees
- Any contractors, consultants, volunteers, and service providers (suppliers) when performing work in connection with the Mint
- Gold Corporation's directors

In the Code, we use terms like 'worker(s),' 'you,' and 'your' to refer to anyone working with us. Unless we say otherwise, 'workers' includes everyone listed above.

All workers will be held accountable for their adherence to the Code, all Mint policies and procedures and applicable laws and regulations. If there is any conflict between our Code or policies and procedures or the law, we follow the higher standard. If you need further information you can refer to the Additional Guidance sections which contain references to the policies and procedures for each topic discussed.

We review the Code every two years to keep it current with our business needs, legal requirements, and what is expected of our workers.

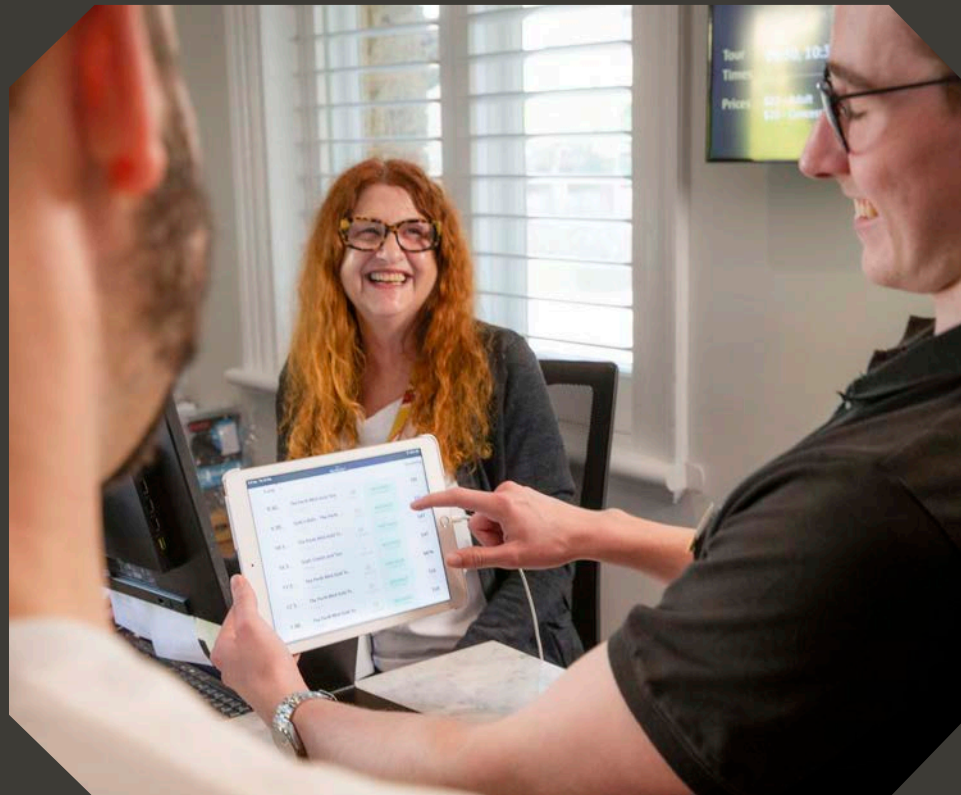


# How We Live Our Values

## A message from our Chief People and Reputation Officer, Edwina Dwyer

Our people are at the heart of what we do here at the Mint. There is no organisation quite like it, with a variety of roles available, from engineers and chemists to artists and technicians.

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Working for the Mint allows you to connect with the rich history of our industry in a workplace firmly rooted in the present, with an emphasis on sustainability and inclusion.

We strive to ensure you are supported in a team where differences are celebrated, striking the right work-life balance with flexible team benefits.

We welcome everyone and embrace differences in a shared culture committed to inclusion. We take care of each other by being safe, supportive, and compassionate in our employee benefits.

We encourage our people to learn, be inspired and inspire others with the incredibly unique products they have a part in producing. The Perth Mint is no run-of-the-mill organisation, we encourage your passion in the work you do.

Being part of the Mint connects you to a rich history with a bright future. We all play a significant role in bringing the timeless wonder of precious metals to the world.

To accompany our values, the Mint has identified behaviours (known as Above and Below the Line Behaviours) which clearly demonstrate the standards of behaviour all workers must agree to hold themselves and others to, see page 8.



**Edwina Dwyer (she/her)**  
Chief People and Reputation Officer

## Responsibility



- We ensure all our work is done to the best of our abilities.
- Our leaders lead with accountability and values are entrenched in all their actions.
- We use resources such as materials, water, and energy responsibly to reduce environmental impact on the planet.
- We strive to show care for one another, respecting other people's beliefs and diverse opinions.

## Integrity



- We speak up when other people are being treated poorly.
- Our leaders lead with empathy and actively take steps to ensure an inclusive and safe workplace.
- We ensure activities are conducted in a legal and ethical manner and in line with procedures, policies, and commitments.
- We speak up when something is wrong, or we need help.

## Safety



- We ensure when we are at work, we are fit for work both physically and mentally, and not under the influence of drugs or alcohol.
- Our leaders always come from a safety mindset and proactively manage risks within their departments.
- We take a proactive approach to safety and the environment, reporting hazards and incidents in a timely manner.
- We never engage in work that is unsafe.

## Excellence



- We speak up when mistakes happen, take accountability for them and learn.
- We demonstrate innovation and work toward continuous, sustainable improvement.
- Our leaders effectively manage performance and work with their teams to deliver on our shared goals.
- We are agile, show teamwork, actively problem solve, and deliver our work to a high standard.

## Above and Below the Line Behaviours

### Above the line

1. We listen to others and consider their ideas.
2. We include others and treat people fairly and kindly.
3. We act with respect, even when things are challenging.
4. We take ownership of our actions, admit mistakes, and follow through on our commitments.
5. We listen and learn from different perspectives.
6. We speak up when we see problems or unfair treatment.
7. We ask questions and suggest better, safer ways to do things.
8. We always put the safety of ourselves and others first.
9. We look for ways to learn and grow.
10. We recognise successes, big and small.
11. We act sustainably and take responsibility for minimising the environmental impact of our actions.

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### Below the line

1. We exclude others.
2. We resist change and dismiss new ideas.
3. We avoid collaboration.
4. We avoid problems and pass responsibility to others.
5. We ignore or risk the safety and the well-being of others.
6. We take shortcuts and do the bare minimum.
7. We blame others and make excuses.
8. We ignore or engage in unfair treatment or discrimination.
9. We fail to listen to others.
10. We prioritise getting the job done over keeping people safe.
11. We ignore environmental impacts and fail to consider sustainability when carrying out our work.

If your behaviour is not consistent with our Above the Line Behaviours, you may be subject to disciplinary action including counselling, formal warnings, or even termination. Additionally, if you breach the Code of Conduct, there may be consequences under other policies, laws, or regulations. These could include verbal or written warnings, suspension, dismissal, or legal penalties like fines or jail time. Any action taken will be fair and based on clear principles.



## Upholding the Code

Everyone has a responsibility to speak up when something doesn't seem right or may go against our Code or values. **If you see something, say something.**

The Code and values are part of everything we do and guide our decisions, actions, and how we work together every day. By living these principles and raising concerns when needed, we help create a safe, respectful, and ethical workplace.

We expect our workers to live the Code and our values. We expect our leaders to:

- Be committed to creating a workplace where everyone feels safe, welcome, and supported.
- Lead by example, showing behaviours that reflect our Code and values.
- Take people's concerns and complaints seriously and respond with care and respect.
- Help our teams understand the Code and make sure everyone's behaviour meets our expectations.

**It is important that you feel confident to speak up if you have any concerns.**

We support your right to speak up in the workplace and actively take steps to ensure people who do so do not experience any forms of retaliation. This might take the form of bullying, exclusion, negative performance reviews without a valid reason, denying training opportunities, harassment, or threats.

You can raise your concerns with your direct leader, or with:

- A member of People and Culture
- A member of the Executive Leadership Team
- A Peer Support or Mental Health First Aid Officer
- Any other People Leader

The Mint has other channels available where you can choose to remain anonymous. You can use **YourCall** or the Anonymous Feedback form on the Mintranet. You can also follow the process outlined in the Public Interest Disclosure Standard if needed.

Retaliation is not tolerated and any worker who engages in retaliatory behaviours towards someone who has spoken up in good faith will be subject to disciplinary measures in accordance with the Counselling & Discipline Policy & Guidelines.

Employees who speak up with the intention of raising concerns in a vexatious (false) nature may also be subject to disciplinary action.

## The Code in Action

An employee, concerned about repeated instances of inappropriate communication and micromanagement by her direct manager, chooses to report the issue anonymously through the Mint's Whistleblowing platform – **YourCall**.

The employee accesses **YourCall** and submits a detailed account of her experience, including names of witnesses, dates, examples and the impact on her wellbeing and productivity. She opts to remain anonymous.

The Whistleblowing Officer receives the report and initiates a preliminary review to assess the nature and seriousness of the complaint, communicating with the complainant confidentially through the Whistleblowing platform.

An impartial investigator is appointed. Interviews are conducted with witnesses, and documentation provided as part of the complaint is reviewed.

The investigation confirms that the manager's behaviour was inconsistent with the Mint's values and leadership expectations. The manager is provided with formal feedback, required to attend leadership coaching, and placed under performance monitoring.

The employee is informed via the anonymous portal that the issue has been addressed and action has been taken. The employee continues to work in the team and the manager's behaviour is monitored for progress. At no point is the employee's identity disclosed.

## Additional Guidance – Additional Resources

- [Above and Below the Line Behaviours](#)
- [Equal Opportunity Procedure](#)
- [Sexual Harassment and Sex Discrimination Prevention and Response Procedure](#)
- [Gold Corporation Grievance Resolution Policy](#)
- [Counselling & Discipline Policy & Guidelines](#)



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# Health, Safety and Wellbeing



We are committed to creating a safe workplace at every level.

Our safety promise guides how we create and maintain a safe working environment for all employees. It forms part of our everyday actions and decisions, and reflects our commitment to protecting the wellbeing of every person in our workplace.

We actively look for and manage psychosocial risks like stress, bullying, or fatigue because your mental and emotional wellbeing is just as important as your physical safety. Our safety promise reflects this commitment and guides how we protect and support our people every day.

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## Our safety promise

Safe people.  
Safe workplace.  
Safely home.

There is no job that is too important that it cannot be done safely.

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Everyone deserves to go home at the end of the day in the same condition they arrived at work.

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Everyone contributes to a workplace that supports good health and wellbeing.

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## Health and Safety

Safety is one of our core values, and we place safety at the heart of everything we do. We are committed to providing a safe and healthy workplace for our workers, contractors, and visitors. We are all responsible for our safety and the safety of our colleagues.

Our critical rules are a set of clear behaviours, which must be followed to ensure the safety of you and your workmates.

You're responsible for:

- Working safely and taking actions to prevent workplace injuries and illnesses.
- Complying with our health and safety policy and procedures, Safety Work Instructions, and Job Environment Safety Analysis (JSEAs).
- Ensuring you are fit for work every day. When you present to work you must be well rested, physically and mentally well, and not under the influence of drugs or alcohol.
- Genuinely caring for each other and taking the lead on safety.
- Stopping work immediately and reporting it if something is unsafe.
- Reporting all health and safety hazards and incidents.

## Critical Rules

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I will verify all isolations are in place and effective.



I will wear the required PPE for the task.



I will only perform work I am trained, competent and authorised to do.



I will perform a risk assessment before starting my work.



I will not remove, modify or bypass safety devices without authorisation.



I will not walk through barricades unless authorised.



I will obtain a valid permit before performing high risk work.



I will keep myself and others out of the line of fire.



I will speak up if I am not mentally or physically fit for work.



I will only work at height with fall prevention or protection in place.

## Wellbeing

**We believe everyone has the right to a workplace that supports both mental and physical wellbeing.**

We understand that personal challenges outside of work can affect how people perform, so we encourage healthy lifestyles and proactive care for both body and mind.

We foster a workplace where everyone feels safe, supported, and that they belong.

To help us achieve this, you are responsible for ensuring that you:

- Care for others and work together to create an inclusive and supportive workplace.
- Raise any psychosocial hazards like stress, bullying, or fatigue as soon as you can.
- Make use of the support services the Mint provides to help you take care of your physical and mental health.



## Mental Health Support Services

We offer a range of mental health supports to help you stay well, both at work and in your personal life. These include:

- Employee Assistance Program (EAP) and Managers Assistance Program (MAP) can be contacted by calling PeopleSense 1300 307 912.
- Mental Health First Aid Officers
- Peer Support Officers

### Additional Resources

- [Health and Safety Policy](#)
- [Psychosocial Safety Management Procedure](#)
- [Drug and Alcohol Management Procedure](#)

# Our Commitment to Diversity, Equity and Inclusion



We remain committed to delivering on the actions outlined in our DEI strategies.

Each year, we acknowledge and celebrate a range of significant days and events to help raise awareness and deepen our understanding of diversity. However, these celebrations are just one part of a broader commitment to creating an inclusive and equitable workplace.

To support our commitment to DEI we strive to create a workplace that is free from discrimination, harassment and one where all people feel as though they belong. We provide clear guidelines of behaviours expected from all workers, and we actively monitor the workplace to ensure these standards are upheld. We do not tolerate instances of bullying, harassment, discrimination, victimisation, or intimidation of any kind.

The Mint takes steps to train leaders and all our people to act in accordance with our values. When we recruit for new roles, we strive to recruit people who will act in accordance with our values and display our expected behaviours.

To help us achieve this commitment, we expect you to:

- Show respect and treat each other with dignity.
- Speak up if you see someone is not being treated in accordance with our values and expectations.
- Be curious and embrace all our differences.

## Additional Resources

- [Equal Opportunity Procedure](#)
- [Diversity, Equity, and Inclusion Strategy 2025-2027](#)
- [Innovate Reconciliation Action Plan 2025-2027](#)
- [Gender Equity Action Plan 2025-27](#)
- [Disability Access and Inclusion Plan 2025-27](#)



# Our Commitment to Sustainability



Sustainability is our shared responsibility underpinned by three pillars, People and Partnerships; Planet; and Performance and Prosperity. It means making choices that are responsible, ethical, and forward thinking.

It is a way of thinking and acting that supports us to meet our current needs without comprising the ability of future generations to meet theirs.

To us, sustainability means more than reducing impact. It is about preserving the wonder of precious metals for generations to come.

We are committed to respecting and protecting human rights in everything we do across our operations, supply chains and business relationships. We follow international standards such as the United Nations Guiding Principles on Business and Human Rights and the Organisation for Economic Co-operation and Development (OECD) guidelines for responsible business conduct, including in high-risk areas.

This commitment is part of our everyday work and reflects our expectation that all employees, contractors, suppliers and partners act in ways that support human rights and actively work to prevent modern slavery in any form.

You are responsible for ensuring:

- Your choices, actions and how you work with others demonstrate a commitment to preventing modern slavery.
- You take care to use resources responsibly and efficiently – this includes office equipment, vehicles, corporate credit cards and purchases.
- You do everything reasonably possible to prevent loss, damage, misuse, theft, or improper use of Mint assets.

## Additional Resources

- [Perth Mint Sustainability Strategy 2025-27](#)

## Environment



We are committed to understanding and minimising the environmental impact of our operations, products and activities. We align with global efforts toward sustainable resource use and environmental stewardship. This includes preventing pollution, complying with environmental laws and standards, and continuously improving our environmental management systems.

We set measurable targets, promote efficient resource use and provide workers with the training and tools needed to meet environmental responsibilities - ensuring everyone plays a role in protecting the planet.

You are responsible for ensuring that you:

- Understand and follow environmental policies, procedures and legal obligations.
- Actively minimise environment harm in your daily work.
- Use resources efficiently and support efforts to reduce, reuse and recycle waste.
- Take part in environmental training and apply best practices in your role.
- Report any environmental hazards and incidents promptly.
- Support a culture of sustainability and environmental responsibility across the organisation.

### Additional Resources

- [Environmental Policy](#)
- [Refinery Environmental Management Plan](#)
- [Environmental Hazard Guide](#)
- [Waste Management Plans](#)



# Ensuring Appropriate Business Conduct

## A message from our Chief Risk Officer, Melanie Brown

Our values underpin the way we engage with our work and the people we interact with while doing that work. We operate in a landscape that is highly regulated and need to be mindful that any actions we take as part of our roles are aligned to the appropriate legislation, regulations and to our values. Ensuring that we all play our part to align our actions to what would be considered appropriate business conduct protects the business, each other and our customers, visitors and clients.

We all have a responsibility to ensure that we manage risk effectively to:

- Reduce the organisation's risk.
- Improve control effectiveness.
- Comply with the relevant laws, rules and regulations to enable us to continue our licence to operate in our industry.

At The Perth Mint, strong governance and ethical conduct are central to who we are and how we operate. We all have a responsibility to act with care, integrity and accountability in every aspect of our work.

Our purpose, We bring the timeless wonder of precious metals to the world, depends on the trust placed in us by our customers, stakeholders and the people of Western Australia. That trust can only be maintained when our actions reflect our values of being responsible, showing integrity, prioritising safety, and striving for excellence.

We operate in a highly regulated environment, and it's essential that our decisions and behaviours meet both our legal obligations and ethical standards. By aligning our actions with the Code of Conduct, we not only protect ourselves and each other, but also safeguard the Mint's reputation and our licence to operate.

By living our values and acting responsibly every day, we protect what matters most, the trust, safety and integrity that define The Perth Mint.



**Melanie Brown (she/her)**  
Chief Risk Officer

# Bribery, Fraudulent and Corrupt Behaviour



Bribery is when another person offers money or something else of value in exchange for a favourable outcome or treatment.

Bribery is an unethical practice that undermines trust and integrity within an organisation. Some examples might include receiving an expensive gift from a customer in return of a favourable price, treatment, or shipping preference, or a vendor buying a worker an extravagant lunch in return for being placed on a preferred vendor list.

Fraud is when someone acts dishonestly to gain something or cause a loss, usually by lying or tricking others.

Fraud can include stealing money or property. Fraud also covers things like deliberately changing, hiding, destroying or using fake documents, or using confidential information or your position to make money for yourself.

Corrupt behaviour is when people engage in actions that undermine the integrity and stability of the organisation.

Corrupt behaviour in business can manifest in various forms, including bribery and fraud but also embezzlement, extortion and nepotism. You are responsible for ensuring that:

- All business spending is properly recorded and accounted for.
- You never approve or take part in anything that gives someone an improper personal benefit, kick-back or secret payment.
- The Mint does not work with any organisation or person who uses dishonest or unethical methods to win business.
- You comply with our anti-money laundering and counter-terrorism financing obligations.
- If you see or suspect any fraud or corrupt behaviour, it is reported straight away to your manager or follow the steps in the Public Interest Disclosure Standard.

These behaviours often lead to poor business outcomes, potential breaches of laws, and poor workplace culture. We are known for acting with honesty and strong values. Our Board has approved policies that set out the right way to behave. We do not accept any corrupt or improper actions that could harm the Mint's reputation or cause losses.

We encourage workers to speak up if they see any corrupt or improper behaviour.



## Suppliers



Suppliers play an important role in the Mint's success. We aim to select suppliers fairly, treat them with respect, work together in ways that benefit both sides and deliver on our commitment to responsible sourcing. We expect our suppliers to follow strong ethical principles, including honesty, fairness, and accountability.

Our suppliers must meet high standards of behaviour, follow all relevant laws and regulations, sharing our commitment to doing business responsibly.

When engaging with suppliers, you are responsible for ensuring that:

- Before signing a contract with a supplier, you have ensured the supplier meets the need of the task.
- You have followed all the policies for getting quotes, reviewing contracts, getting approvals, and staying within your authority limits.
- Every contract clearly explains the service or goods being provided, the expected standards, and how fees will be charged.
- You regularly check that the supplier is meeting the terms of the contract.
- You make sure the goods or services have been received before approving any payments.

## Conflicts of Interest



All workers should be aware of conflicts of interest, whether they are actual, potential, or just appear that way.

A conflict of interest happens when your personal interests could interfere with what is best for the business. In these situations, others might question whether your decisions are based on personal gain instead of professional judgment.

Conflicts do not always have to be real to cause concern. Sometimes just the appearance of a conflict can affect trust. That is why it is important to recognise these situations early and manage them properly.

To help us manage conflicts in our workplace, you are responsible for ensuring:

- You must keep your personal and financial interests separate from your work responsibilities. These interests should never affect (or appear to affect) your ability to make fair decisions.
- You should openly disclose any private interests that might influence your work.
- You are transparent about workplace relationships to make sure they do not affect business decisions.
- You always follow the rules when accepting gifts or managing financial matters.
- You never use information you have gained through your role for personal financial gain; this includes things like tipping others or making investments based on insider knowledge.

## Privacy and Data Governance



The Mint is committed to protecting the privacy of all personal information it collects and receives. We align with the rules set out in the *Australian Privacy Principles* under the *Privacy Act 1988* and the *General Data Protection Regulation (EU) 2016/679*.

These principles guide how we collect, use, store, and share personal information, and ensure we do so in a fair, transparent, and secure way. Our goal is to respect individuals' privacy and always handle their information responsibly.

You are responsible for ensuring:

- You follow all legal requirements when collecting, using, and storing personal data.
- You only collect personal information that is necessary for our work, and we use it only for the reason it was collected.
- You take steps to protect personal information from being lost, damaged, accessed without permission, misused, changed, or shared inappropriately.
- Personal information is kept confidential and only used for legitimate business purposes.
- Any records you handle as part of your role must be stored securely and appropriately.
- If you become aware of a security incident leading to the accidental or unlawful loss, destruction, alteration, or disclosure of or access to personal information promptly report it to the Privacy Officer.
- You must always follow our internal information security policies and procedures.
- Never bypass or weaken the security systems that are in place to protect data, maintain its accuracy, and ensure we comply with privacy laws.

## Communication, Use and Disclosure of Information

In addition to the obligations set out in the Confidential, Communication and Insider Trading Procedure you are responsible for ensuring that:

- You maintain confidentiality of all information and documents encountered during employment, unless legally required or properly authorised to disclose.
- You do not misuse or disclose information to any person, either within or outside of the Mint, for personal or commercial gain.

Additionally, if you are an Officer of the Mint, you are strictly prohibited from trading financial products (including shares and options) of companies that have a business relationship (including but not limited to gold mining companies and banks) with the Mint.

### Additional Resources

- [Public Interest Disclosure Standard](#)
- [Conflicts of Interest Policy](#)
- [Anti-Bribery and Corruption Policy](#)
- [Privacy Policy](#)
- [Privacy Management Framework](#)
- [Acceptable Use Policy](#)
- [Information Security Policy](#)
- [Data Governance Policy](#)
- [Confidential Information, Communication, and Insider Trading Procedure](#)



# Personal Relationships in the Workplace

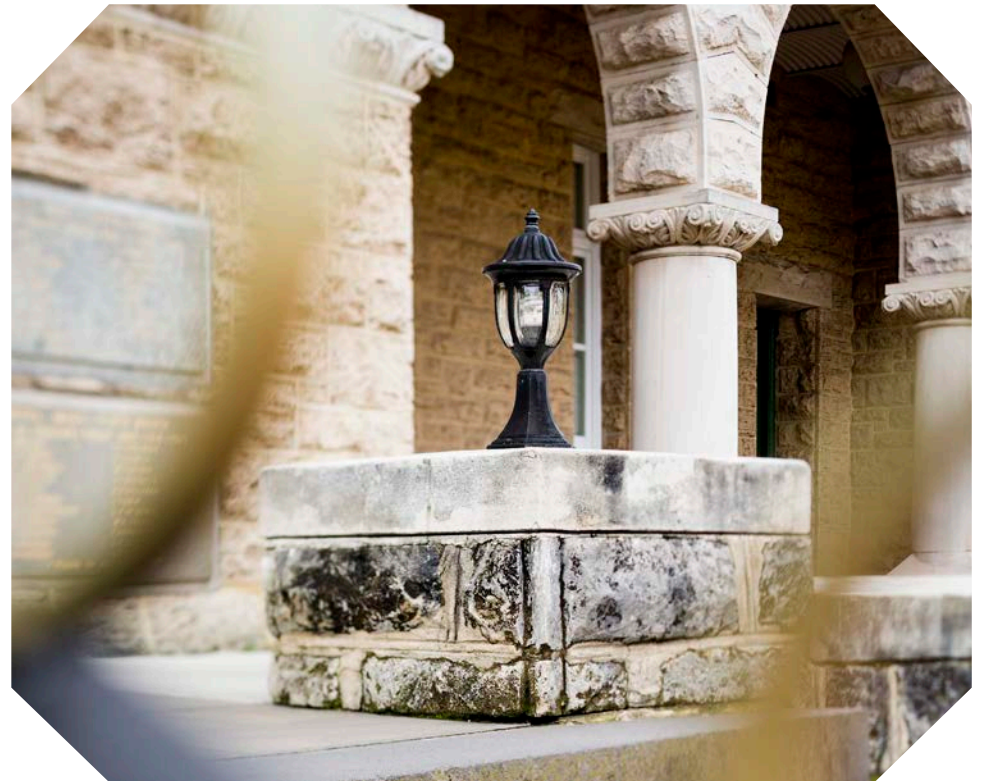
We spend a great deal of time at work, and it is natural that we will develop relationships with the people who we work with. The Mint seeks to monitor personal relationships within the workplace to ensure conflicts are effectively managed. A personal relationship includes family relationships, sexual relationships, very close friendships, and close business, commercial and financial relationships.

To help us manage personal relationships in our workplace, you are responsible for ensuring:

- You understand the requirements of your role and how this relates to any information you may share with someone you have a personal relationship with, for example, confidentiality requirements.
- You are familiar with the Conflicts of Interest Policy and act in accordance with this policy.
- When developing personal relationships within the workplace you consider the requirements of your role, any conflicts of interest (perceived or otherwise), and assess the power dynamics of the relationship.
- Once you have developed a personal relationship, you disclose this openly and actively work to help mitigate any associated risks.
- You ensure your conduct while at work is always in accordance with the behaviours outlined in our values and the Code.

**Leaders are also responsible for ensuring they:**

- Regularly monitor their teams and address concerns promptly.
- Provide guidance to workers on how to manage their relationships at work.
- Actively seek to address conflicts (perceived or otherwise) that may relate to personal relationships.
- Report any concerns you might have or breaches as soon as practicable to Risk and Compliance and People and Culture.



## The Code in Action

A worker starts a romantic relationship with a manager from another department. Although they do not work in the same team, their departments often collaborate closely. Both people understand that others might think there is a risk of unfair treatment. To be open and do the right thing, they each talk to their own manager and fill out the required form under the Conflicts of Interest Policy.

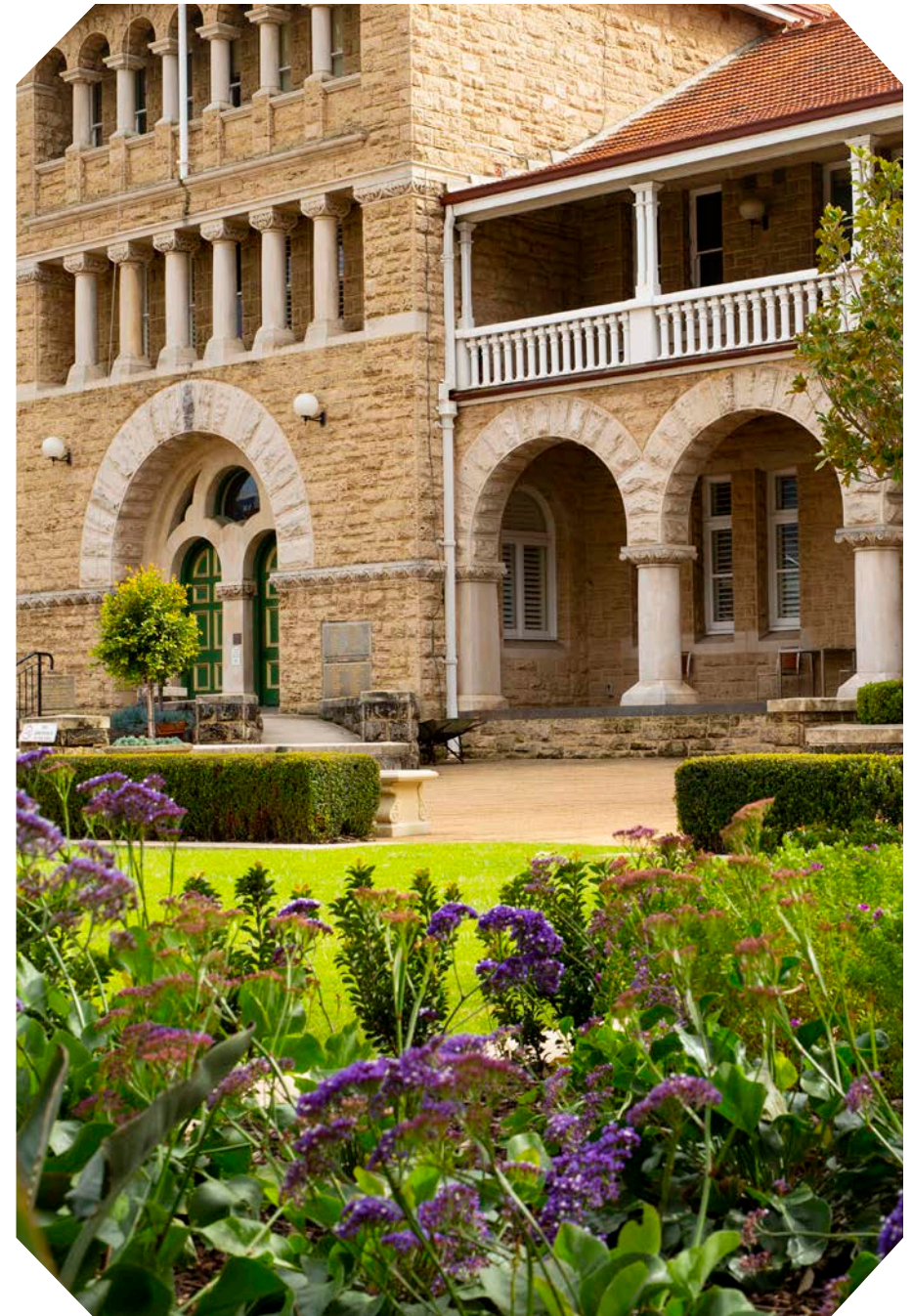
A review is done to check for any possible conflict of interest, and some clear guidelines are put in place including:

- Making sure neither person is involved in decisions that affect the other's job (like performance reviews or promotions).
- Avoiding working directly together on sensitive tasks or projects.
- Keeping things professional at work and not letting the relationship affect team dynamics.
- Agreeing to check in with their managers if anything changes in the relationship that might affect work.

This approach helps protect fairness, transparency, and trust in the workplace.

### Additional Resources

- [Conflicts of Interest Policy](#)
- [Above and Below the Line Behaviours](#)



# Legislative Requirements

The Mint is also governed by important federal and state legislation. We ensure our policies and procedures are aligned to the regulatory obligations set out in the different legislations we are governed by.

Some of the important legislation we are governed by include:

- Government Trading Enterprise Act 2023 (WA)
- Public Interest Disclosure Act 2003 (WA)
- Environmental Protection Act 1986 (WA)
- Competition and Consumer Act 2010 (Cth)
- Corruption, Crime and Misconduct Act 2003 (WA)
- Commonwealth Criminal Code Act 1995 (WA)
- Equal Opportunity Act 1984 (WA)
- Fair Work Act 2009 (Cth)
- Work Health and Safety Act 2020 (WA)
- Anti-Money Laundering and Counter-Terrorism Financing Act 2006
- Gold Corporation Act 1987
- Privacy Act 1988; and
- Pawnbrokers and Secondhand Dealers Act 1994

# When to Speak Up

If you are unsure about whether to report something, you can ask yourself these questions:

- Is it legal?
- Does it comply with the Code?
- Does it fit within the Mint's values?
- Is it safe?
- How would this be treated if it were reported in the media?
- Would you be happy if the behaviour were directed towards you?
- How would you feel explaining this to your friends or family?
- What would a regulator say about this?

## How do I speak up?

It is important you speak up if you witness or hear something that breaches the Code. To ensure you feel supported in speaking up the Mint has multiple channels in which you can report your concerns. Channels are referred in page 9 and 10 of the Code.

## What happens if the Code is breached?

Failing to comply with the Code is viewed as a serious matter. Breaches of the Code will be dealt with in accordance with our Counselling & Discipline Policy & Guidelines and you may be subject to disciplinary action.

### Additional Resources

- [Counselling & Discipline Policy & Guidelines](#)

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# Further Information

The information contained within this Code is designed to be general in nature and form a guide for your behaviour standards while engaging in work for the Mint. Further information can be found by clicking on the links to the policies or procedures listed in the Additional Guidance sections of the Code.

You can also speak to your leader or a member of People and Culture by contacting [hr@perthmint.com](mailto:hr@perthmint.com).





# Worker Declaration

I have read and understand the terms of the Code.

The following terms are used and defined in this Policy.

Name

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Signature

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Date

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**More information**

For more information on details of this document contact People and Culture  
[hr@perthmint.com](mailto:hr@perthmint.com)