

Code of Conduct

1. INTRODUCTION

The employee code of conduct is a framework of guiding principles for employees of Aragon Resources Limited (“Aragon” or “the Company”) to ensure compliance with all legal and ethical standards in work related matters. The code specifies the standards of behaviour for employees in the performance of their duties.

The following principles embody the Code:

- ◆ To act with integrity and professionalism in the performance of their duties and be scrupulous in the proper use of Aragon information, funds, equipment and facilities.
- ◆ To exercise fairness, equity, proper courtesy, consideration and sensitivity in all their dealing in the course of carrying out their duties; and
- ◆ To avoid real, apparent or perceived conflict of interests.
- ◆ Employees need to understand that the Employee Code of Conduct also applies to and embraces adherence of the formal policies and procedures of the Company in the conduct of their roles.

2. RESPONSIBILITIES

- ◆ To comply with all lawful directions of the Company.
- ◆ To promote the interests of the Company.
- ◆ To act in accordance with the Company’s approved policies and procedures (as amended from time to time).
- ◆ To observe the Company required standards of performance and behaviour.

Where there are concerns about the standard of work performance or behaviour, the Company Discipline and Counseling Policy will be used to address and resolve these issues.

3. CONFLICT OF INTEREST

To devote full attention to Company duties and not undertake any paid or unpaid activity, which is damaging to the interests of the Company. It is the employee's responsibility to raise any potential conflicts of interest with their Manager who will advise if the activities are regarded as in conflict with the Company interests.

Involvement in social, sporting, community, welfare, religious, artistic and political activities would not normally conflict with Company interests.

4. COMPUTER AND INTERNET USE

Recognise the Company uses computer software under licence, which may not be reproduced or copied in any way. Employees may only use software in accordance with applicable licence arrangements and not to misuse software or related documentation including making, acquiring or using unauthorised copies of any computer software. Company computers may only be used for purposes approved by the Company.

5. COMPANY PROPERTY

Employees shall not remove any Company vehicles, tools, plant, equipment records, documents or computer files from Company premises or make copies, without the prior approval of the relevant manager of the Company.

6. USE OF INFORMATION

Accept that in the course of employment, employees will not deal with the media (of whatever kind). Employees are not authorised to give any details about the Company or its operations, or purport to represent the Company, unless specifically authorized to do so by the CEO.

7. EQUAL OPPORTUNITY AND HARASSMENT

Agree to support and contribute to the success of the Company Equal Employment and Workplace Behaviour policies.

8. ENVIRONMENT

To comply with environmental laws and regulations relevant to the Company activities.

9. CONFIDENTIALITY OF INFORMATION, DOCUMENTATION & INVENTIONS

During employment with the Company, employees may be shown or may create information that is confidential in its nature. Employees acknowledge that the Company is entitled to the exclusive benefit of that confidential information.

Confidential information created by employees may be able to be made the subject of registered protection, such as a patent in which event employees will fully co-operate with the Company becoming the registered owner of the information.

If the information is not capable of registered protection, employees will fully disclose it to the Company and not disclose it to any other person or use it for any other purpose than employment with the Company both during and after the termination of employment with the Company. Upon request by the Company, employees will enter into a Confidentiality Agreement with the Company.

10. HOURS OF WORK AND TIME OFF

Employees will be based at the Company's office in East Perth. Employees will normally be employed on a 5 day week. Geologist and Field Staffs role will include field work and extended stays in the field on a campaign basis.

With cognisance to the seniority of the positions and role in the Company, it is advised that the roles are task rather time oriented and to such extent required to work outside such typical times in some circumstances and consideration for such events has been included in the salary.

In regards to field days the following applies:

Employees who are in the field over a weekend or a number of weekends then they will receive those weekend days as days owed. These days must be taken as soon as possible after the field work and cannot be allowed to build up. If they are not taken promptly then there is a risk that they build up to a point where it is not practical to schedule and therefore will be lost.