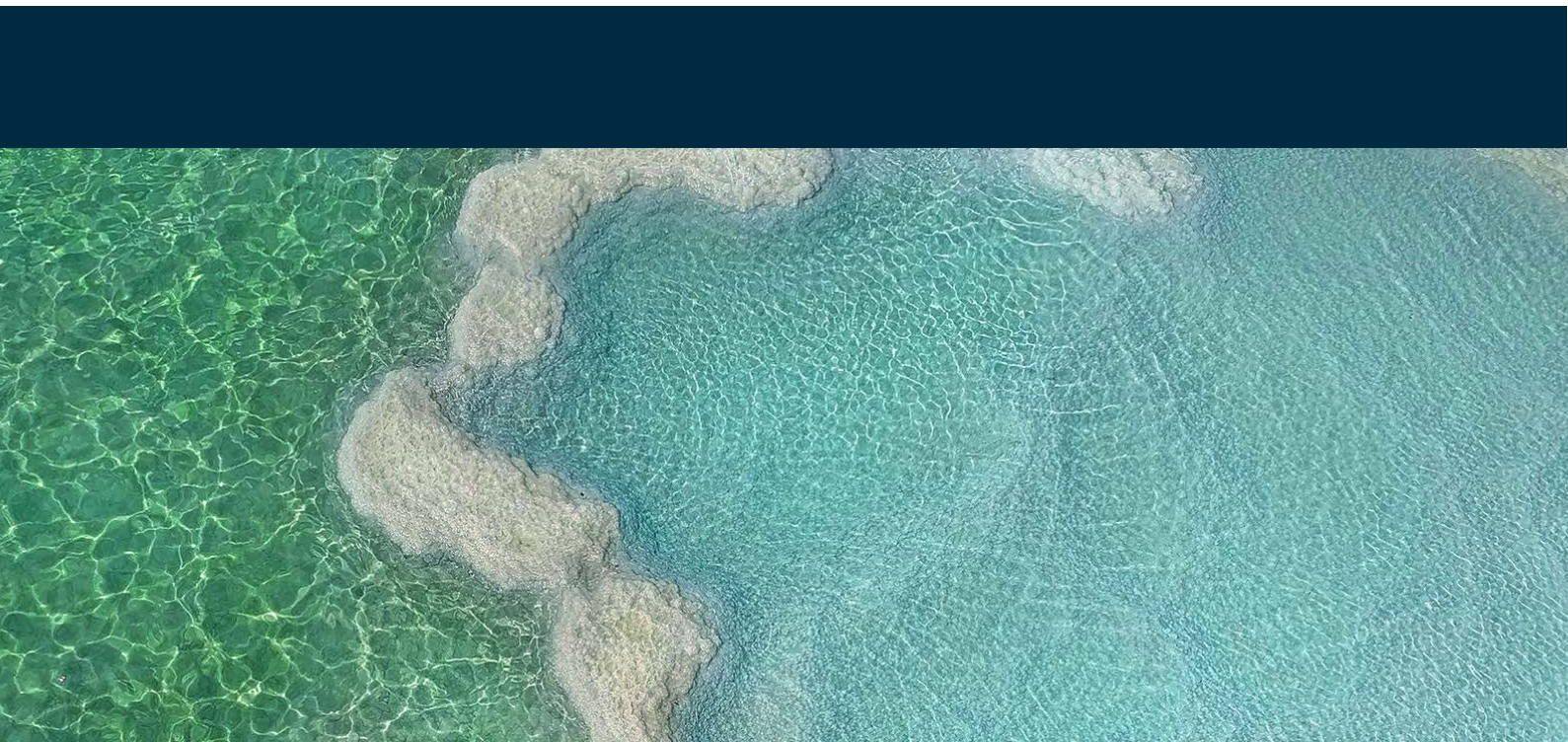


# Code of Conduct

Approved by the Board: 8 February 2021



PENGANA INTERNATIONAL EQUITIES LIMITED (ASX: PIA)

PENGANA INTERNATIONAL EQUITIES LIMITED  
ACN 107 462 966  
Level 1, 2 & 3, 60 Martin Place  
Sydney NSW 2000

Ph: +61 2 8524 9900  
Fax: +61 2 8524 9901

[PENGANA.COM/PIA](http://PENGANA.COM/PIA)

# CODE OF CONDUCT

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## 1.1 PURPOSE

Pengana International Equities Limited (ASX: **PIA**) is an ASX listed investment company.

PIA is committed to providing a workplace where there is equal opportunity for all and a work environment that is free from discrimination, harassment, victimisation, vilification and bullying.

The Board has adopted a Code of Conduct, which sets out the expectations placed on the Company's Directors, Officers and contractors (Designated Officers) in their business dealings.

The Code of Conduct requires high standards of personal integrity and honesty in all dealings, a respect for the privacy of shareholders and others and observance of the Law.

## 1.2 CODE OF CONDUCT

Each Designated Officer must at all times:

- act honestly, fairly and ethically in all business dealings:
  - comply with all Laws and ethical requirements of their profession;
  - act with integrity and avoid conflicts of interest to the extent such conflicts are unmanageable. For further information and obligations regarding conflicts of interest Designated Officers should refer to the Conflicts of Interest and Duty Policy;
  - never trade with inside information;
  - comply with all company policies, procedures and contracts;
  - avoid any relationship, financial or otherwise, with suppliers that could easily be seen as unfairly influencing judgment;
- act to prevent bribery and corruption:
  - take care when giving or accepting gifts, entertainment and hospitality and record the provision or receipt of any gifts, entertainment and hospitality in the Gifts and Entertainment Register of the Investment Manager, Pengana Capital Group, if required by any policy or Laws;
  - be vigilant against money laundering;
- protect assets, resource and information:
  - respect PIA's ownership of all company funds, equipment, supplies, records and property;
  - follow appropriate document and record keeping procedures;
  - respect privacy and confidential information;
- working with others:
  - exercise proper courtesy, consideration and sensitivity in their dealings with clients and colleagues;
  - appreciate diversity and inclusion;



- treat people according to their skills, qualifications, competencies and potential and do not discriminate on the basis of race, religion, gender, sexual preference, age, marital status, pregnancy or disability;
- never discriminate, harass, intimidate or bully;
- promote health and safety;
- not abuse alcohol or drugs nor attend the workplace under the influence of alcohol or drugs;
- act in the best interest of PIA shareholders:
  - exercise the highest standard of care in preparing the company's financial statements;
  - deliver shareholder value through sustainable and efficient operation of the company;
  - put in place sound reporting and risk management practices; and
  - ensure accurate and timely disclosure.

PIA's Code of Conduct is based upon ethical common sense and it is designed to let everyone know the values that should guide him or her in their daily business activities. The Company values are fostered at an individual, team and Company level and should govern all actions.

PIA's Code of Conduct provides guidance on the responsibilities of Designated Officers. Each Designated Officer who is a part of our organisation is expected to take responsibility for their own actions.

Decisions made within PIA should honour the spirit and the letter of applicable Laws. Applying this Code of Conduct ensures our company maintains a high ethical standard in our business dealings which reinforces one of PIA's key assets, its reputation.

### **1.3 RESOLUTION OF COMPLAINTS**

If you have a workplace grievance and/or concern that the Code of Conduct has not been complied with, you are encouraged where appropriate to attempt to resolve such issues using an informal process at first instance.

An informal process may involve:

- discussing the issue with the other person or persons involved highlighting the behaviour that you wish to cease;
- reaching an agreeable outcome including an undertaking that the behaviour will not continue.

By registering a formal complaint with the Chairman or, if the complaint involves the Chairman, with the Chairman of the Audit Risk and Compliance Committee, PIA may initiate an internal investigation, review and / or mediation.

In accordance with this Code of Conduct, no person will be victimised as a result of raising or being involved in a complaint.

Designated Officers are also reminded of the Whistleblowing Policy of the Investment Manager, Pengana Capital Group. Under the Whistleblowing Policy Designated Officers

may make complaints through STOPline. Further detail regarding STOPline is set out in the Pengana Capital Group Whistleblowing Policy.

## **1.4 COMPLIANCE WITH THIS POLICY**

All Designated Officers are required to comply with this Code of Conduct.

Designated Officers will receive a copy of this Code of Conduct upon employment or appointment and a copy is accessible in the Corporate Governance Section of the Pengana website.

Adherence to this Code of Conduct is critical and any failure to comply must be reported immediately to the Chairman. Failure to comply with the Code of Conduct may result in one or more of the following actions:

- training;
- performance management;
- other disciplinary action pursuant to relevant policies;
- termination of employment or contractual arrangements; and
- notification to relevant regulatory bodies of a serious breach of this Code of Conduct.

## **1.5 REVIEW AND ASSESSMENT**

This Code of Conduct will be reviewed and updated from time to time to ensure that it remains relevant, current and compliant with all applicable laws, and corporate and community expectations. Any material changes will be notified to each Designated Officer and placed on the website of the Company.

## 1.6 DEFINITIONS

In this policy, unless the context otherwise indicates:

<b>TERM</b>	<b>DEFINITION</b>
<b>ASX Listing Rules</b>	means the listing rules of the ASX Limited.
<b>Board</b>	means the full board of directors of the Company.
<b>Chairman</b>	means the chair of the Board, as appointed by the Board.
<b>Company</b>	means Pengana International Equities Limited.
<b>Company Secretary</b>	means the company secretary of the Company from time to time.
<b>Constitution</b>	means the constitution of the Company, as amended from time to time
<b>Designated Officer</b>	means each Director, Officer, employee and contractor of the Company and their associates.
<b>Director</b>	means a member of the Board.
<b>Independent Director</b>	means a Director who has been determined by the Board to be independent in accordance with the requirements and recommendations of the ASX Listing Rules.
<b>Investment Manager</b>	means Pengana Investment Management Pty Ltd ACN 063 081 612.
<b>Laws</b>	means all applicable laws in place in the relevant jurisdiction including but not limited to regulatory guides and the ASX Listing Rules.
<b>Officer</b>	has the meaning set out in the Corporations Act and includes a director, secretary or senior manager of PIA.