

**HOT CHILI LIMITED**  
**ACN 130 955 725**

**Code of Conduct**

**As approved by the Board of Directors on 18 February 2010.**

**Code of conduct**

The Board believes that the success of the Company has been and will continue to be enhanced by a strong ethical culture within the organisation.

The Company has established a corporate code of conduct (Code) which aims to develop a consistent understanding of, and approach to, the desired standards of conduct and behaviour with which the Directors, officers, managers, employees and consultants of the Company are expected to comply.

The Code sets out the Company's policies on various matters, including the following:

- a. conflicts;
- b. fair dealing;
- c. Company assets and property;
- d. computer, email and internet use;
- e. health, safety and environment;
- f. employment practices; and
- g. gifts and entertainment.

In addition to their obligations under the *Corporations Act* in relation to inside information, all Directors, employees and consultants have a duty of confidentiality to the Company in relation to confidential information they possess.

The Code also outlines the procedure for reporting any breaches of the Code and the possible disciplinary action the Company may take in respect of any breaches.