

Directors' Code of Ethics

1. Policy Statement

Rongowhakaata Iwi Asset Holding Company (RIAHC) Directors' Code of Ethics is the framework of the standards by which Directors of RIAHC and its subsidiaries ("Rongowhakaata Group") are expected to conduct their professional lives. It is intended to facilitate decisions that are consistent with RIAHC Values, business goals, and legal and policy obligations.

2. Values

Directors will undertake their duties in the best interests of RIAHC, its shareholders. Directors will undertake their duties with care and diligence, including giving proper attention to the matters before them and with high standards of personal and professional integrity in all actions.

Directors will conduct themselves such that their honesty is beyond question and will not behave in a manner that has the potential to bring Rongowhakaata Group's image into disrepute.

Directors will, to the best of their ability, use reasonable endeavours to ensure that RIAHC records and documents, including financial reports, are true, correct and conform to RIAHC's reporting standards and internal controls.

3. Conflicts of Interest

Each Director will proactively and fully disclose all relationships or potential relationships they have with RIAHC, and relevant private or other business interests to the Board, in order that the Board may assess the Director's independence.

4. Proper use of RIAHC

Information, Assets and Property

Directors will only create, and only retain, information and communications required for business needs or to meet legal obligations in accordance with RIAHC's Information Management Policy.

5. Gifts

Directors will not accept gifts or personal benefits of any value (including koha) from external parties if it could be perceived this could compromise or influence any decision by RIAHC.

6. Confidentiality

Directors will maintain and protect the confidentiality of information entrusted to RIAHC about customers, work colleagues, suppliers, stakeholders and RIAHC's business and financial affairs, except where disclosure is allowed or required by law.

7. Compliance with Laws & Policies

Directors will abide by the laws, rules and regulations of the countries in which RIAHC operates and comply with all statutory and internal disclosure requirements on a timely basis.

Directors will comply with RIAHC's Legal and Compliance Policy

8. Illegal and Unethical Behavior.

Directors will not participate in any illegal or unethical activities.

9. Reporting Concerns

Directors will report any illegal or unethical behavior of which they become aware, including any alleged breach of the RIAHC Directors' Code of Ethics, a legal obligation, any accounting, internal control or auditing procedure, or any other RIAHC Policy, to the Chairperson.

If, in the circumstances, it is not appropriate to report the alleged breach to the Chairperson, the Director should report the alleged breach to the Manager Business Support. Directors will use reasonable endeavors to protect and support any employee that discloses any serious wrongdoing in or by RIAHC, whether or not action is taken.

10. Breach of this Code

Where a Director breaches this Code action will be taken in accordance with recommendations made by the Chairperson, Board or Nominations as appropriate. In serious cases, such action may include the termination of directorship.

11. Waiver

Waiver from the Director's Code of Ethics may only be granted by the Chairperson or Board.