



## Bettercoal Code of Conduct

The expectations in the Bettercoal Code of Conduct apply to every person who participates in Bettercoal governance, including within the:

- Secretariat
- Board
- Technical Advisory Committee
- Members Committee
- Working Groups
- General Meetings and other Bettercoal meetings

It is the responsibility of all Bettercoal participants to ensure their own compliance with the Bettercoal Code of Conduct, and to raise concerns as soon as possible if they perceive a case of behaviour that is not in accordance with it, via email to [complaints@bettercoal.org](mailto:complaints@bettercoal.org)

AIM	COMMITMENT
1. Work for the net benefit of all stakeholders	<ul style="list-style-type: none"><li>• We recognise that Bettercoal has been established for the benefit of all stakeholders in the coal supply chain, over and above the interests of any individual, company or organisation.</li><li>• We are prepared to accept consensus decisions that seek to balance the interests of all stakeholders.</li></ul>
2. Do no harm	<ul style="list-style-type: none"><li>• We will not harm the reputation of the organisation.</li></ul>
3. Respect others	We commit to: <ul style="list-style-type: none"><li>• Treating all persons with respect and fairness, and without prejudice based on human differences.</li><li>• Respecting others who may have different opinions or experiences on a topic to our own.</li><li>• Making the effort to hear and understand the views of all, regardless of background or language proficiency.</li></ul>
4. Uphold a professional meeting culture	We commit to: <ul style="list-style-type: none"><li>• Attending meetings fully briefed and prepared.</li><li>• Where attending electronically, ensuring that electronic access is working prior to the commencement of the meeting.</li><li>• Advising Bettercoal in advance if a proxy form is to be submitted or an alternative</li></ul>

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	<p>representative nominated.</p> <ul style="list-style-type: none"> <li>• Being on time.</li> <li>• Turning mobile phones off.</li> <li>• Following an agreed agenda.</li> <li>• Respecting others and their opinions by allowing one person to speak at a time.</li> <li>• Accepting group decisions and not returning to 'closed agenda items' unless new, relevant subject matter emerges.</li> </ul>
<p>5. Declare all relevant interests</p>	<p>We commit to:</p> <ul style="list-style-type: none"> <li>• Behaving in a transparent manner by declaring all relevant interests.</li> <li>• Managing or removing potential, perceived or actual conflicts of interest, to facilitate the resolution of competing interests.</li> </ul>
<p>6. Behave legally and ethically</p>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Act in good faith and with due care and diligence.</li> <li>• Comply with applicable laws and Bettercoal policies, including with the Bettercoal Anti-Trust Compliance Policy.</li> <li>• Promote a culture of fair and ethical behaviour.</li> <li>• Refrain from debate and discussion that is disrespectful, threatening (mental or physical), unprofessional or offensive to other participants.</li> <li>• Refrain from disseminating false or misleading information, or from withholding information necessary to a full, fair, and complete consideration of the issues.</li> </ul>
<p>7. Support the Code of Conduct in action</p>	<p>We will actively encourage and accept:</p> <ul style="list-style-type: none"> <li>• Compliance with this Bettercoal Code of Conduct at all times, from ourselves and others.</li> <li>• Prompt reporting of unethical behaviour, breaches of the law and any other matters detrimental to Bettercoal.</li> <li>• Rapid initiation of action to address poor, unacceptable or inappropriate behaviours and breaches of this Bettercoal Code of Conduct.</li> </ul>
<p>8. Confidentiality</p>	<p>All dealings within Bettercoal are subject to confidentiality. As Members, Associates and Participants we do not disclose information obtained</p>



AIM	COMMITMENT
	during meetings and we observe the Confidentiality Policy.