



HILLS CODE OF CONDUCT

Our Code of Conduct is really a Corporate Creed. It is best applied by asking oneself “What is the right thing to do?”

- 1. We respect and abide by the Law at all times.**
- 2. We conduct ourselves with integrity, are fair, competitive and honest at all times.**
- 3. We use our assets responsibly for the optimum benefit of our shareholders.**
- 4. We do not create divided loyalties and treat all stakeholders equitably and with dignity.**
- 5. We provide safe, challenging and rewarding workplaces for our employees.**
- 6. We honor agreements made with others who work with us and act in good faith.**
- 7. We have proper concern for the environment and the wider community, acting accordingly.**
- 8. We are always responsible and accountable for our actions and their consequences.**
- 9. We will investigate complaints received from stakeholders.**

BOARD OF DIRECTORS