



GLOBE INTERNATIONAL LIMITED (“Globe”)
CORPORATE CODE OF CONDUCT

In accordance with the recommendations of the Australian Securities Exchange’s principles of good corporate governance, Globe recognises the importance of lawful and ethical behaviour in all of its business activities.

General conduct

Globe requires that everyone who works for and acts on behalf of it adheres at all times to the corporate conduct principles, applying the highest standards of behaviour whilst exercising good judgement and common sense.

Business conduct

Globe also requires directors, staff, shareholders, customers, suppliers and athletes associated with Globe, to act with whom they deal in a business context fairly, courteously, ethically, responsibly and lawfully.

Lawful conduct

Globe’s people are required to obey the law at all times, including especially the laws relating to honesty, fair business dealing, professional business conduct, privacy, confidentiality and lawful employment practices. Globe will promptly supply advice or counselling on these matters where required.

Conflict of interest

Directors, officers and employees of Globe will act in the best interests of Globe objectively and effectively disclosing and / or avoiding interests that potentially interfere or conflict with Globe or the interests of Globe.

Consequence

Failure to adhere to the corporate conduct principles will lead to disciplinary action that may result in termination of employment or a business relationship in a serious case.

Review

Globe monitors compliance with these principles by continuous internal review of all aspects of its business operations so far as they concern matters of ethical business behaviour, overseen by Globe’s senior management and its board of directors. All employees are empowered to investigate and report to senior management or the board of directors any instances of unethical or unlawful practices arising during the course of Globe’s business. These principles are reviewed annually by Globe to ensure compliance with any changes to ethical standards that may have occurred during the period.

Globe strives at all times to strike a sensible balance between its recognition and enforcement of these principles and the fact that it operates in highly competitive youth-oriented markets which requires Globe and its people to take business and operational risks.