

Code of Conduct

1.0 Introduction

Genesis requires its directors, employees, consultants and advisers to comply with the highest level of ethical conduct consistent with New Zealand's societal expectations.

2.0 General Requirements

Particular expectations are detailed below, but in the absence of any particular statement, Genesis expects all parties to work honestly and in the best interests of Genesis and to maximise the reputation of Genesis through fair and ethical behaviour.

Genesis requires compliance with all New Zealand legal and regulatory requirements. If there is any doubt as to possible compliance, the matter should be referred to the Chief Executive or the Chairman of the Board.

Employees are required to act fairly when dealing with customers and suppliers.

Genesis' assets and resources are not to be used for personal gain or to compete with the company.

Any actual, perceived or potential conflict of interest should be reported to the Chief Executive or Chairman.

3.0 Specific Corporate Policies

Genesis has drafted particular policies and expects the staff to maintain an ongoing understanding of the requirements specified and ongoing compliance with those requirements.

4.0 Reporting

Any actual, perceived or potential violation of legal, regulatory or policy requirements should be reported to the Chief Executive or Chairman. Good faith reporting will not affect the employee's employment status.

5.0 Non Compliance

Deliberate non-compliance will constitute grounds for disciplinary review and action, which may include dismissal.