

Policy

Declaration of Interests

Our Commitment

Fortescue Metals Group Limited (Fortescue) is committed to doing business with integrity and honesty, and in compliance with the laws of every country in which it operates. In order for the Company to maintain its reputation for transparent and accountable business dealings, Employee Interests are accurately recorded and appropriately managed.

Our Strategy

The following Interests are required to be disclosed, and in some cases managed, by Employees:

- Actual Conflicts of Interest;
- Potential Conflicts of Interest;
- Perceived Conflicts of Interest; and
- Other Disclosable Interests.

Other Disclosable Interests include:

- Where an Employee is a Politically Exposed Person (PEP);
- Where an Employee holds secondary employment, or otherwise receives payment for the performance of services, outside of Fortescue;
- Where an Employee owns 50% or more of a registered company;
- Where an Employee is a director, officer, secretary or member of a board of a registered company, council or not-for-profit organisation; and
- Where an Employee has a Disclosable Intimate Relationship with another Employee.
- Fortescue recognises and respects its Employees' rights to take part in financial, business and other activities in their own time, however, any such activities should not impact an Employee's impartial and dedicated performance of their duties.



Responsibility

It is the responsibility of Fortescue directors, officers, employees, contractors, consultants and secondees to read, understand and adhere to this Policy, and all related Standards, Guidelines and Procedures.