

Altium is committed to conducting business with honesty and integrity and the conduct of every employee is vital in achieving this aim.

This Code of Conduct provides a guideline for appropriate behaviour expected from all Altium employees. It is not intended to cover all issues that may arise, but rather to provide a framework within which employees can address ethical issues that may arise through the daily business of the company. Policy documents covering specific matters should be read in conjunction with this code.

Employees should perform the duties associated with their position to the best of their ability in a diligent, impartial and conscientious manner.

Every employee should:

- Comply with legislative and industrial obligations, and company policies and procedures
- Take all possible care in the use of company property, goods, services and information and ensure they are used efficiently and honestly
- Strive to keep up to date with advances and changes in the knowledge of professional and ethical standards relevant to their areas and expertise
- Continuously strive to improve work performance
- Not take or seek to take improper advantage of any information gained in the course of employment
- Not harass or discriminate against other employees in work practices on the grounds of sex, pregnancy, race, marital status, disability, sexual preference, political or religious belief, age or any other such characteristics.
- Treat everyone with courtesy and sensitivity to their rights and provide all necessary and appropriate assistance
- Act responsibly when becoming aware of any unethical behavior or wrong doing by any employee
- Not elicit the improper influence or interest of any person to obtain promotion, transfer or other advantage.
- Avoid personal activities or financial interests that could cause a conflict of interest with his/her employment with Altium.
- Restrict the use or disclosure of non-public information except where disclosure is authorised or legally mandated.
- Engage in fair dealing with the company's customer's suppliers, competitors and employees.

Reviewed 24th August 2015