

The logo for iSelect, featuring the word "iSelect" in white, bold, sans-serif font inside an orange rounded rectangle.

iSelect

always get it right

Code of Conduct

Version: 2020.1

August 2020

1. Document Control

1.1. Purpose

This Code of Conduct outlines iSelect's Values and the behaviours required of an iSelect employee.

1.2. Policy Information

Policy Owner and Contact:	Group Executive People & Culture
Approver:	Chief Executive Officer
Effective Date:	1 February 2017
Next review date:	October 2021

1.3. Scope

This code applies to all employees and contractors of iSelect Limited, including but not limited to:

- Permanent full-time employees;
- Permanent part-time employees;
- Casual employees;
- Contractors; and
- Board Directors.

1.4. Record keeping requirements

Documents relating to this Policy will be retained for five years after they have been superseded.

1.5. Document History

Version	Date Approved	Author	Description
2019.1	28 August 2020	People & Culture	Policy review
2018.1	2 March 2018	Human Resources	Policy review.
2017.1	1 February 2017	Human Resources	Policy review.
2016.1	April 2016	People Team	Policy review.
2015.1	30 November 2015	Daniel Syrus	Update with Values included.
v.1.01	February 2014	M Barnard	Policy review.
v.1.00	August 2013	M Barnard	Policy

1.6. Definitions

Term	Definition
Disrepute	To bring publicly acknowledged negative attention against iSelect. (eg: providing incorrect information to the media.)

1.7. Related documents

- Whistleblower Policy
- Performance Management Guideline
- Wellbeing Policy
- Respecting & Protecting our People (EEO)
- Grievance & Complaint Guideline

2. The iSelect Values

Have heart.



We're passionate about each other and our work. We connect with people because we listen and care. We respect individuality and inspire each other, so united as a team we can achieve anything.

Empathy | Unity

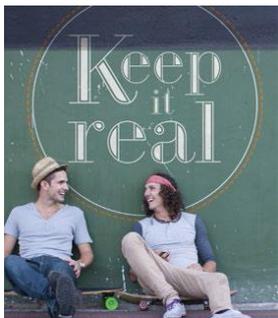
Be brave.



We're not afraid to be different. To ask for help and to seek feedback. We bring new ideas to the table and we don't ask "why" we ask "why not?" It's our courage and creativity that makes us the best we can be.

Be you | Be curious

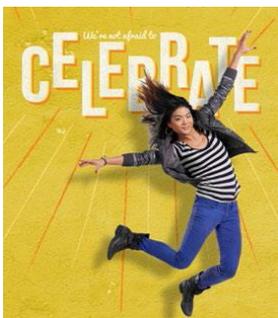
Keep it real.



We show great character by being authentic and true to our word. We make connections by being real with ourselves, and each other. It's not what we do that shapes us, it's how we do it.

Open & honest | Positive intent

We're not afraid to CELEBRATE.



We create amazing experiences. We celebrate by recognising great contribution, and share in each other's success. We're encouraged to laugh and play, to do what we love, and enjoy our achievements.

Praise | Play

3. The Code of Conduct

At iSelect, we're passionate about helping Australians reduce their household bills to save money, time and effort. We are an innovator in our field, and we're unashamedly good at it.

Our Values and Code of Conduct reflect the behaviours and actions needed to make iSelect great. All employees, Board members, temporary staff, and contractors must adhere to this Code.

- We're honest to one another. Mistakes are part of learning, so the quicker we realise one's been made, the quicker we can work to fix it.
- We have laws, regulations, codes and other obligations we need to adhere to in our operations. We work to make sure we meet these responsibilities and train people in what they need to know to do their role.
- We make sure the customer's needs come before your own.
- We succeed by holding each other accountable in our activities.
- We compete fairly and don't do anything underhanded to provide products to the detriment to our customers or partners.
- We are open to giving and receiving feedback and work with each other to make the best outcome for iSelect.
- We commit 100% to the tasks at hand with integrity, and we enjoy ourselves afterwards.
- We are responsible for, and respectful to one another. We put our health and wellbeing first, and speak up if our colleagues aren't.
- We make sure we're upfront about things that may impact ourselves, the company and each other.
- We keep up-to-date with things we need to know, like policies, procedures, and what our competitors are doing.
- We do what is right for iSelect and never bring it into disrepute.

4. Am I aligned to the Code?

This Code of Conduct is non-negotiable. It's given to every employee and contractor when they begin their activities for iSelect.

If you think you have breached the Code, or have seen behaviour that is in conflict with the Code, then say something to your manager and/or the People & Culture team, or review the 'Grievance & Complaint Guidelines' or 'Whistleblower Policy'.