This Code of Conduct outlines the expectations of Committee Members to ensure that we comply with our governance obligations and and preserve the reputational standing of Growing Cambodia.

GROWING CAMBODIA INC (GCI)
CODE OF CONDUCT FOR CURRENT AND FORMER COMMITTEE MEMBERS

1. A Committee member will act honestly, fairly and in the best interests of GCI and for its purposes.

2. A Committee member will act with reasonable care and diligence in carrying out their role as a Committee member, including by attending and actively participating in Committee meetings unless a leave of absence has been granted and by attending and actively participating in one or more Sub-Committees of the Committee.

3. A Committee member will ensure that GCI's financial affairs are managed responsibly including by reviewing GCI's financial position at each Committee meeting to ensure GCI can meet its financial obligations.

4. A Committee member will exercise independent judgement about the soundness of all decisions taken by the Committee and in monitoring GCI's activities.

5. A Committee member will not make improper use of information acquired as a Committee member to gain a personal advantage or to cause detriment to GCI.

6. A Committee member will not make improper use of their position as a Committee member to gain a personal advantage or to cause detriment to GCI.

7. A Committee member will not accept any pecuniary profit from GCI.

8. A Committee member will manage any actual or perceived conflict between their interests and the interests of GCI, including by disclosing any material personal interest relating to a matter for Committee discussion and absenting themselves from any meeting where the matter is discussed and by completing an annual declaration of interests form and updating it as required.

9. A Committee member will not engage in conduct likely to bring discredit to GCI.

10. A Committee member will comply with the spirit, as well as the letter, of the law and with the principles of this Code.