

BEING A BRONCO

CODE OF CONDUCT

2023



OUR VALUES

EMBODY WHAT THE BRISBANE BRONCOS STANDS FOR



RESPECT MATESHIP RESILIENCE COMPETE

EVERYONE REPRESENTING THE BRISBANE BRONCOS MUST AT ALL TIMES BEHAVE IN ACCORDANCE WITH OUR VALUES AND THE PROVISIONS AND SPIRIT OF THIS CODE OF CONDUCT.

Brisbane Broncos Limited and its related entities (Brisbane Broncos) are committed to adhering to the highest level of integrity and ethical behaviours in all business practices. Our Code of Conduct explains our values and the standards of behaviour expected from everyone. It is underpinned by policies and procedures which govern the standards we observe.



BEING A BRONCO MEANS...

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WE UPHOLD THE HIGHEST
STANDARDS IN EVERYTHING WE DO

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WE ALWAYS TREAT OTHERS
WITH RESPECT AND DIGNITY

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WE ARE PASSIONATE ABOUT
DIVERSITY AND INCLUSION

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WE DO BUSINESS PROFESIONALLY,
FAIRLY AND TRANSPARENTLY

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WE ADOPT BEST PRACTICE
CORPORATE GOVERNANCE

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WE PROTECT CONFIDENTIAL INFORMATION

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WE AVOID CONFLICTS OF INTEREST

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WE SPEAK UP



WE UPHOLD THE HIGHEST STANDARDS IN EVERYTHING WE DO

We take pride in our work and perform our duties as best we can, having regard to our skills, experience, qualifications and position.

We ensure our actions are consistent with legal requirements and the highest standards of professionalism, honesty, integrity and fairness.

We do not act in any way that would undermine the integrity, or damage the reputation, of the NRL or the Brisbane Broncos.

KEY DOCUMENTS

WORK HEALTH AND SAFETY POLICY

ALCOHOL, DRUG MISUSE AND
NON-SMOKING POLICY

ANTI-CORRUPTION AND
BRIBERY POLICY

EQUAL OPPORTUNITIES POLICY

MEDIA & COMMUNICATIONS POLICY

SEXUAL HARASSMENT, DISCRIMINATION
AND BULLYING POLICY

GAMBLING & MATCH FIXING POLICY

DIVERSITY AND INCLUSION POLICY

CHILD AND VULNERABLE
PEOPLE POLICY

SOCIAL MEDIA POLICY

WE ALWAYS TREAT OTHERS WITH RESPECT AND DIGNITY

We do not tolerate sexual harassment, discrimination, harassment, victimisation or bullying.

We recognise our duty to take all reasonable steps to ensure these things do not occur.

We speak up if wrongdoing does occur.



KEY DOCUMENTS

WORK HEALTH AND SAFETY POLICY

ALCOHOL, DRUG MISUSE AND
NON-SMOKING POLICY

SEXUAL HARRASMENT, DISCRIMINATION
AND BULLYING POLICY

GAMBLING & MATCH FIXING
POLICY

WE ARE PASSIONATE ABOUT DIVERSITY AND INCLUSION

We are committed to an inclusive workplace that embraces and promotes diversity.

We are committed to creating an inclusive workplace where everyone is treated fairly.

We aim to recruit, develop and retain a talented and diverse workforce.

We are proud of the diverse array of skills, backgrounds and experiences we have at the Brisbane Broncos.

KEY DOCUMENTS

ABORIGINAL & TORRES STRAIT
ISLANDER EMPLOYMENT AND
RETENTION STRATEGY*

ABORIGINAL & TORRES STRAIT
ISLANDER CULTURAL
LEARNING STRATEGY*

DIVERSITY AND INCLUSION POLICY

ACKNOWLEDGEMENT TO
COUNTRY PROCEDURE*

ABORIGINAL & TORRES STRAIT
ISLANDER CULTURAL
ENGAGEMENT STRATEGY*

CHILD AND VULNERABLE
PEOPLE POLICY

EQUAL OPPORTUNITIES POLICY

SEXUAL HARRASMENT, DISCRIMINATION
AND BULLYING POLICY

* UNDER REVIEW



WE DO BUSINESS PROFESSIONALLY, FAIRLY AND TRANSPARENTLY

We have a zero-tolerance for bribery, corruption and insider trading.

We compete fairly both on and off the field.

We do not act in any way that would undermine the integrity, or damage the reputation, of the NRL or the Brisbane Broncos.

KEY DOCUMENTS

SECURITIES TRADING POLICY

ANTI-CORRUPTION AND BRIBERY
POLICY

WHISTLEBLOWER POLICY

GAMBLING & MATCH FIXING POLICY

RELATIONSHIP WITH COMPETITORS
POLICY

WE ADOPT BEST PRACTICES FOR CORPORATE GOVERNANCE

We are committed to developing, implementing and maintaining a high standard of corporate governance.

We support and promote corporate environmental and social responsibility.

We manage risk within parameters approved by the Board or otherwise required by law.

KEY DOCUMENTS

BOARD CHARTER

BOARD AUDIT COMMITTEE CHARTER

BOARD CONTINUOUS
DISCLOSURE POLICY

POLICIES FOR SELECTION &
APPOINTMENT OF DIRECTORS

SHAREHOLDER COMMUNICATION
POLICY

DELEGATIONS OF AUTHORITY POLICY

WE PROTECT CONFIDENTIAL INFORMATION

All Confidential Information which has or may come into our possession remains the property of the Brisbane Broncos.

We do not use, disclose or copy Confidential Information in any form or in any manner except for the purpose of and to the extent necessary to perform our employment duties.

We use our best endeavours, including keeping such information in a safe place and implementing adequate security measures, to ensure that all Confidential Information is secure from unauthorised access, use, disclosure or copying by third parties.

We acknowledge these obligations continue after our employment or engagement with the Brisbane Broncos ends.



WE AVOID CONFLICTS OF INTEREST

We do not have any direct or indirect financial interest in any entity or body that would be in conflict with our duties or responsibilities.

We do not hold any role (eg directorship or employment) with any other entity that would be in conflict with our duties or responsibilities.



SPEAK UP

We are committed to fostering a culture of openness and accountability to prevent wrongdoing occurring, and to report and address such situations if they arise.

We encourage everyone working for the Brisbane Broncos to report genuine concerns of suspected wrongdoing as soon as possible. Our Raising Workplace Concerns Procedure and Whistleblower Policy outline how to raise concerns including our commitment to ensuring the fair treatment of any employees who are mentioned when a concern is raised.

Anyone who contravenes our values or the provisions and spirit of this Code of Conduct will be held accountable and may face disciplinary action, including termination of employment.

KEY DOCUMENTS

RAISING WORKPLACE CONCERNS
PROCEDURE

WHISTLEBLOWER POLICY

Brisbane Broncos' Stopline is always available for you to ask questions or report concerns about anything contained in the Code of Conduct.

You can reach Stopline through the following methods:

Online: brncos.stoplinereport.com

Phone: 1300 30 45 50

Email: makeareport@stopline.com.au

You can also ask questions or report concerns by reaching out to an appropriate representative in the People & Culture team or a Senior Manager.