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PART A – SCOPE AND APPLICATION

1. PURPOSE OF THE CODE

The Company is committed to a high level of integrity and ethical standards in all business practices. Employees must conduct themselves in a manner consistent with current community and Company standards and in compliance with all relevant legislation.

The Code of Conduct outlines how the Company expects its representatives to behave and conduct business in the workplace on a range of issues. It includes legal compliance and guidelines on appropriate ethical standards.

The objective of the Code of Conduct is to:

- provide a benchmark for professional behaviour throughout the Company;
- support the Company's business reputation and corporate image within the community; and
- make directors and employees aware of the consequences if they breach the policy.

We regularly monitor and test our policies under this Code of Conduct to ensure our commitments remain relevant, effective and consistent with our stakeholders' expectations.

While the Code of Conduct is designed to ensure the Company delivers on its commitment to corporate responsibility and sustainable business practice, it does not create any rights in any employee, residents and their families, supplier, competitor, shareholder or any other person or entity.

Our Code of Conduct draws from our core values of Optimism, Passion, Integrity and Respect.

2. WHO THE CODE APPLIES TO

All employees must comply with the Code of Conduct. A reference to 'employees' includes temporary employees, contractors and Company directors.

The Code of Conduct applies to all business activities with suppliers, contractors, residents and their families, shareholders, volunteers and employees.


Responsibility lies with every person covered by the Code of Conduct to conduct themselves in accordance with the Code of Conduct.

3. HOW THE CODE INTERACTS WITH OTHER COMPANY POLICIES AND EMPLOYMENT DOCUMENTS

The Code of Conduct should be read in conjunction with the Company's other governance policies which may be viewed on the Company's intranet and web site under the section called "Corporate Governance". Each workplace also has hard copies of these documents.

A number of these policies and other relevant documents are specifically referred to in Part D of the Code.

The Company continually assesses and upgrades its policies and procedures to ensure compliance with corporate governance requirements. Employees are notified of any material changes to the

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policies and procedures.

4. WHO TO SPEAK TO IF YOU HAVE QUESTIONS

If you have any questions regarding the Code of Conduct or any of the Company's policies at any time, you should contact your Manager at first instance.

Similarly, if you believe that the application of the Code of Conduct in a particular circumstance would be inappropriate or detrimental to the Company, you must contact your Manager to ask for clarification. If appropriate, your Manager will consult with the General Manager People & Culture and the General Counsel to request that an exception be made.

PART B – YOUR OBLIGATIONS

1. WE COMPLY WITH LAWS, REGULATIONS AND REGIS POLICIES / PROCEDURES

You should be aware of, and comply with, your duties and obligations under all laws, regulations and Regis policies and procedures relating to your work.

If you have a question as to whether particular laws apply or how they may be interpreted, please contact your Manager. If necessary, your Manager will consult with the General Manager People & Culture and General Counsel.

2. WE MEET ALL REQUIREMENTS RELATED TO FAIR TRADING, DEALING AND SECURITIES

The Company aims to maintain a high standard of ethical behaviour in conducting business and to behave with integrity in all dealings with residents and their families, shareholders, government, employees, suppliers and the community.


When dealing with others, you must:

- perform your duties in a professional manner;
- act with the utmost integrity and objectivity; and
- strive at all times to enhance the Company's reputation and performance.

You are encouraged to familiarise yourself with the legal requirements applying to fair trading and dealing, and to undertake any training provided by the Company to develop and maintain your knowledge so that you can act in accordance with those requirements.

The Company is committed to upholding fair and ethical securities trading practices complying with all laws and avoid any conflicts of interest. You should familiarise yourself with the Company's Policy in dealing in securities and ensure you act in accordance with it in conducting any dealing in the Company's securities.

If you have a question or wish to report a breach of fair dealing requirements, please contact your manager. If necessary, your manager will consult with the General Manager People & Culture and General Counsel.

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3. WE AVOID ACTUAL, APPARENT OR POTENTIAL CONFLICTS OF INTEREST

A conflict of interest exists where loyalties are divided. In the case of an apparent conflict of interest, loyalties may appear to be divided. You may have a conflict of interest if, in the course of your employment or engagement with the Company:

- any of your decisions lead to an improper gain or benefit to you or your associate; or
- your personal interests, the interests of an associate, or relative, or obligation to some other person or entity, conflict with your obligation to the Company.

You are responsible for notifying the Company of any conflicts of interest (actual, apparent or potential). If you are concerned that you may have a conflict of interest you should disclose that interest and discuss the matter with your Manager. If necessary, your Manager will consult with the General Manager People & Culture and General Counsel.

By properly notifying and addressing any actual, apparent or potential conflicts of interest, you will protect yourself and the Company from claims of improper conduct or favouritism.

You must not pay or receive any bribes, facilitation payments, inducements or commissions (this includes any item intended to improperly obtain favourable treatment or avoid unfavourable circumstances).

You must not give or receive any unreasonable gifts or otherwise act in an unethical way.

Remember that agreeing not to act may have the same ramifications as acting in an unethical way.

4. WE USE COMPANY PROPERTY, ASSETS AND EMAIL RESPECTFULLY AND LAWFULLY


You are responsible for protecting any Company property and assets that are under your control and you should safeguard them from loss, theft and unauthorised use.

Company property and assets includes cash, securities, business plans, third party information, intellectual property (including computer programs, software, models and other items), confidential information, office equipment and supplies.

You must not:

- use Company assets for any unlawful purpose or unauthorised personal benefit;
- remove Company property and documents from official premises without a good and proper reason. If required to be removed, they should be stored in a secure manner and covered by appropriate insurances; and
- make improper disclosure, including inadvertent or careless disclosure, of competitive business strategies and plans, special methods of operation and other information that is of competitive value to the Company. If you are unsure whether information is of a confidential nature, seek advice from your general manager before disclosure.

5. WE MEET ALL PRIVACY AND CONFIDENTIALITY LAWS & REGULATIONS, AND MAINTAIN TRUST

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The Company respects your privacy and the privacy of others. Through our work, many Regis employees and contractors have access to confidential and / or private information. This must be treated with the utmost respect at all times. You should familiarise yourself with, and comply with:

- the privacy laws of Australia; and
- the Company's privacy policies which detail the appropriate use, access and storage of personal information.

If you have any questions in relation to privacy or confidentiality please contact your manager. If necessary, your Manager will consult with the General Manager People & Culture and General Counsel.

6. WE MEET COMPANY POLICIES AND EXPECTATIONS RELATED TO PUBLIC COMMUNICATIONS AND DISCLOSURES

You are responsible for the integrity of the information, reports and records under your control and you are expected to exercise the highest standard of care in preparing materials for public communications.

Those documents and materials should:

- comply with any applicable legal requirements;
- fairly and accurately reflect the transactions or occurrences to which they relate;
- not contain any false or intentionally misleading information, nor intentionally misclassify information; and
- be in reasonable detail and recorded in the proper account and in the proper accounting period.

Media statements and official announcements may only be made by persons authorised under the Media Policy. If you receive a request for information and you are not authorised to respond to the enquiry, refer the request to the appropriate person in accordance with the Media Communications Policy.

Company employees and associated parties must not participate in public forum discussions (including internet-based forums and social media platforms) where the subject matter is related to the Company, its competitors or the industry in which the Company operates.


The Company has adopted the Continuous Disclosure Policy as a means of ensuring compliance with its disclosure and communication obligations under the *Corporations Act 2001* (Cth) and the ASX Listing Rules. If it applies to you, you must act in accordance with the policy.

7. OUR WORK AND BEHAVIOUR ALWAYS MIRRORS THE REGIS WAY AND LAWFUL EMPLOYMENT PRACTICES

a) Equal opportunity and anti-discrimination

The Company is committed to:

- equal employment opportunity;
- compliance with the letter and spirit of a full range of fair employment practices and anti-discrimination laws; and
- a workplace free from any kind of discrimination, favouritism, harassment or intimidation of employees.

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The Company will promptly investigate all allegations of harassment, bullying, favouritism, victimisation or discrimination and will take appropriate action. Retaliation against individuals for raising claims of harassment or discrimination will not be tolerated.

b) Workplace health and safety

The Company is committed to maintaining a healthy and safe working environment for its employees and contractors. All appropriate laws and internal regulations (including occupational health and safety laws) should be fully complied with. All people have obligations to assist in ensuring that this situation is maintained at all times.

Misusing controlled substances or alcohol, or selling, manufacturing, distributing, possessing, using or being under the influence of illegal drugs on the job will not be tolerated.

c) Company reputation

Employees must not act in any way that could cause harm to the Company's reputation or market position during or after their employment. Employees have a duty to act in a manner that merits the continued trust and confidence of the public.

8. WE ARE COMMUNITY MINDED

a) Contribution to the community

The Company is a responsible corporate citizen and actively supports the communities in which we live and work. Each employee is expected to uphold the Company's commitment to pursue good corporate citizenship while engaging in its corporate activity.

You must abide by all local laws and regulations, and are expected to respect and care for the environments in which the Company operates.

The Company supports and encourages you to actively contribute to the needs of the community. If you wish to make such a contribution (such as donations or sponsorship) on behalf of the Company, consult your manager.

b) Environment

The Company is committed to doing business in an environmentally responsible manner and identifying environmental risks that may arise out of its operations.


If you are aware of, or suspect, an action that is not environmentally responsible or in breach of the applicable laws and regulations, you are required to report the matter to your manager.

c) Politics

You may voluntarily participate in the political process as an individual. We ask that you do not engage in actions that could cause someone to believe that your actions reflect the views or position of the Company, if that is not the case.

PART C: WHAT TO DO IF YOU SUSPECT THE CODE OF CONDUCT HAS BEEN BREACHED

1. REPORTING CHANNELS

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You are encouraged to report to your Manager any behaviour or situation which you believe breaches or potentially breaches the Code of Conduct, policies or the law.

Alternatively, you can report unacceptable behaviour through any of the following channels:

- General Manager People & Culture
- General Counsel;

If you wish to report a breach or potential breach anonymously, you may provide a detailed report to companysecretary@regis.com.au, or via the Whistle-blower reporting channels; see 3. below.

Managers to whom potential breaches are reported should discuss the issue with a senior People & Culture representative, who will determine the appropriate action to be taken in response to the report.

2. INVESTIGATIONS

Preliminary investigations of reported breaches are supervised or conducted by People & Culture.

If a breach of the Code of Conduct is found to have occurred, a formal investigation process is administered by the Company's General Counsel in consultation with the supervisor or manager of the offending person.

In the investigation process, all employees are expected to cooperate with the directions of the Company's General Counsel.

3. WHISTLE-BLOWER PROTECTION

The Company is committed to ensuring that you are not disadvantaged or discriminated against for reporting unacceptable behaviour in good faith.


Many alleged breaches of the Code of Conduct can be directly reported to your Manager, Senior Manager or People & Culture representative. However, reports of breaches of the Code of Conduct can be dealt with under the Company's Whistle-blower Protection Policy.

Under the Whistle-blower Protection Policy, wherever possible, your calls, notes, emails and other communications will be dealt with confidentially. You have the Company's commitment that, whenever possible, your privacy will be protected where you make a report under the Whistle-blower Policy.

It is a breach of the Code of Conduct for any employee to cause disadvantage to or discriminate against an employee who makes a report under Whistle Blower Protection Policy (a 'whistle-blower').


4. CONSEQUENCES OF BREACHING THE CODE

The Company recognises that breaches of the Code of Conduct may occur from time to time. We expect that any breach will be inadvertent and without intent, however it should be clearly understood that any breach may result in disciplinary action or other penalties including, in extreme circumstances, dismissal or termination of the contract or engagement.

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Depending on the nature of the breach, penalties may be imposed ranging from counselling to dismissal or termination of the contract or engagement (in extreme circumstances). The Company will act objectively and in accordance with any applicable provisions or requirements in an employment contract.

The Company reserves the right to inform the appropriate authorities where it is considered that there has been criminal activity or an apparent breach of the law.

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PART D: RELATED DOCUMENTATION

Regis documents that support this Policy include:

- Employment Contract
- Regis Way
- Employment Manual (full) and Employment Handbook (abridged content).
- Social Networking Policy
- Employee Grievance Policy
- Media Communications Policy
- Family Employment Policy
- Privacy Policy
- Gift Policy
- Whistle-blower Protection Policy
- Workplace Bullying Policy
- Workplace Harassment Policy
- Workplace Health and Safety Policy
- Compulsory reporting and reportable incidents (title to be checked)
- Acceptable Information and Communication Technology Usage Working Document