

WORKPLACE BEHAVIOUR POLICY



AUSTRAL
CIVIL | MINING | MARINE

Austral Construction Pty Ltd conducts its business in the highest standard of ethical workplace behavior.

We expect our employees to:

- Act with integrity and respect towards our Customers and all whom we have business dealings with, in:
 - Not engaging in deceptive and misleading conduct,
 - Not falsifying or wrongly withholding information, and
 - Protecting the confidential information concerning the Company and its employees and Customers during and after their employment
- Comply with all applicable laws and regulations relating to trade practices and ethical behaviour;
- Respect the rights of the individual and the community in which we work;
- Treat all persons with dignity and not discriminate against any person on the basis of their sexual orientation, race, culture, age, religion, marital status and political preferences;
- Not lead, partake or condone threats or acts of violence, bullying, intimidation, verbal abuse, harassment (both verbal and physical), initiation ceremonies or degradation through social media outlets;
- Avoid any situation leading to a possible conflict of interest which may prejudice the interests of Austral Construction.

We will ensure that all subcontractors, suppliers and consultants are made aware of the requirements of this Policy.

This Policy will be communicated to all Site Personnel during the induction process and will be made available to interested parties where requested.

LUKE VAN BEEK
Head of People
Austral Construction Pty Ltd

Updated: April 2023
Next Review: April 2025
Revision: 9

This Policy shall be reviewed at least once every 2 years and be communicated to all site personnel during the site induction process and posted in site offices and lunchrooms and be made available to relevant interested parties

