



CODE OF CONDUCT

We expect our staff, suppliers, partners and their supply chains to commit to the highest ethical standards, to always...

1. Act with integrity and openness and conduct business in an ethical manner
2. Provide a fair workplace free from bullying, harassment, victimisation and abuse
3. Pay suppliers / contractors on time
4. Provide a safe work environment, integrate sound health and safety management practices and comply with all applicable laws and regulations
5. Make all reasonable efforts to ensure that businesses within our/your supply chains are not engaged in, or complicit with, human rights abuses, such as forced or child labour
6. Respect confidentiality and keep private and commercial information, assets and materials secure
7. Disclose any perceived or real conflicts of interest
8. Minimise the environmental impact of operations and maintain environmentally responsible policies and practices
9. Comply with all other applicable laws, regulations, policies, procedures and good business practices
10. Ensure third parties acting on our/your behalf comply with this code
11. Immediately raise any issues or incidents that arise*

*** To raise any issues or incidents contrary to our Code of Conduct, you can:**

- Phone our Managing Director Peter Eather: 0448 905 055.
- Email our Group Manager: divinia@eathergroup.com.au
- Or you can anonymously raise specific concerns through the appropriate agency
 - Refer to the links on the NSW Ombudsman's website <https://www.ombo.nsw.gov.au/complaints/links>