

Group Conduct Policy

Purpose and scope

The Group Conduct Policy is a key component of our Code of Conduct which sets out expectations for how we act, solve problems and make decisions. It defines the standards of behaviour that we will hold ourselves and each other accountable for.

Failure to comply with the Group Conduct Policy may give rise to compliance risks, including in relation to obligations arising under legislation.

This policy applies to everyone who carries out work for the Group. This includes all employees (including graduates, interns, and trainees), prospective employees, volunteers, as well as Directors and Contractors, (collectively, 'Our People').

This policy applies to how Our People behave towards each other, and also applies to the provision of services by Our People to the Group's customers, clients and other third parties (e.g. individuals from other organisations outside of the Group).

For those parts of the Group that are impacted by foreign or local laws, regulatory requirements or contractual obligations that conflict with this policy, the more stringent standard applies.

Policy statement

The Group is committed to achieving an inclusive workplace where the health, safety and wellbeing of Our People is promoted and which recognises the right of all people who interact with us to be treated with dignity and respect. This commitment also reflects the right of all of Our People to work in an environment that is free from Unlawful Workplace Conduct (including Discrimination, Harassment, Sexual Harassment, Bullying and Victimisation), as well as free from other forms of Unacceptable Conduct.

The Group expects Our People to speak up when they see something that they feel breaches the Group's Code of Conduct, its Values or workplace policies. Our People have an important role to play in maintaining a safe and inclusive workplace and the Group encourages Our People to take action and to speak up, without fear of victimisation.

The Group will promote appropriate standards of conduct in accordance with the Code of Conduct at all times and will take appropriate disciplinary action in relation to any breaches of this policy, the Code of Conduct or the Group's Values, up to and including dismissal from employment or termination of the engagement, as the case may be.

Policy requirements
