

This policy forms part of the Brendan McKenna Earthmoving Integrated Management System (IMS) and supports the organisation's commitment to ethical behaviour, professionalism, legal compliance and continual improvement.

### Policy Statement

Brendan McKenna Earthmoving Pty Ltd is committed to maintaining a workplace culture based on honesty, integrity, accountability, professionalism and respect. This Code of Conduct establishes the expected standards of behaviour for workers and representatives to support a safe, respectful and productive workplace.

### Policy Objectives

Brendan McKenna Earthmoving Pty Ltd aims to:

- promote ethical and professional behaviour
- ensure compliance with legal and organisational requirements
- maintain a safe, respectful and inclusive workplace
- protect organisational reputation and integrity
- encourage accountability and responsible decision-making
- support continual improvement across the organisation.

### Compliance with Laws and Regulations

All workers, contractors and representatives must comply with applicable legislation, regulations, organisational procedures and workplace requirements relevant to their role and responsibilities.

### Professionalism and Respect

All workers, contractors and representatives must treat colleagues, clients, suppliers and members of the public with respect, dignity and professionalism.

### Integrity and Ethics

All workers must act honestly, ethically and with integrity, avoid conflicts of interest and disclose any actual or perceived conflicts appropriately.

### Confidentiality

Workers must protect confidential and sensitive information relating to Brendan McKenna Earthmoving, employees, clients and stakeholders and must not disclose information without authorisation.

### Workplace Environment

All workers are expected to contribute to a safe, inclusive and respectful workplace environment. Discrimination, bullying, harassment, intimidation, violence or offensive behaviour will not be tolerated.

### Work Health and Safety

All workers must comply with workplace health and safety requirements, follow safe work procedures and participate in risk management activities. Workers are expected to report hazards, incidents, injuries and near misses promptly and contribute to maintaining a safe workplace.

### Use of Resources

Company resources, equipment, systems and information must be used responsibly and only for authorised business purposes.

## Professional Development

Workers are expected to participate in required training, inductions and competency activities relevant to their role and to contribute to continual improvement through ongoing learning and development.

## Reporting Violations

Workers are expected to report any suspected breaches of this Code of Conduct, unethical behaviour, workplace concerns, hazards or unlawful activities to their supervisor, manager or the Managing Director. Reports will be treated confidentially where appropriate and investigated in accordance with organisational procedures.

## Consequences of Violations

Breaches of this Code of Conduct may result in corrective or disciplinary action appropriate to the nature and severity of the breach. Actions may include counselling, additional training, formal warnings, removal from site, termination of employment or contract arrangements, and where applicable, legal action.

## Review and Revision

This policy will be reviewed annually, or earlier where legislative, organisational or operational changes occur, to ensure ongoing suitability, effectiveness and alignment with the Brendan McKenna Earthmoving Integrated Management System (IMS).

## Related Information

- Work Health and Safety Act 2011 (Qld)
- Work Health and Safety Regulation 2011 (Qld)
- Fair Work Act 2009
- Brendan McKenna Earthmoving Integrated Management System (IMS)
- Brendan McKenna Earthmoving Risk Management Procedure
- Brendan McKenna Earthmoving Anti-Modern Slavery Policy
- Brendan McKenna Earthmoving Domestic Violence Policy
- Brendan McKenna Earthmoving Workplace Bullying and Harassment requirements

Approved by:



**Brendan McKenna**  
**Managing Director**  
**Brendan McKenna Earthmoving Pty Ltd**