

## CODE OF CONDUCT

Pipemech Pty Ltd commits to encouraging a safe, diversified, supportive, productive and harmonious work environment. This can only happen when everyone respects the principles and values which underpin all of Pipemech's operations and agree to work in accordance with the company's Code of Conduct.

Personnel engaged by Pipemech will:

- + Act with ethics and integrity, in accordance with Pipemech policy and procedures, ethical codes of practice and legislative requirements;
- + Be personally accountable for all of their actions and of the actions of team-members working under their supervision;
- + Treat supervisors, colleagues, contractors, subcontractors, visitors and other stakeholder groups working within the same environment with respect, courtesy, honesty and fairness;
- + Actively contribute to, and maintain always, a harmonious, safe and productive work environment, by abiding with Pipemech Workplace Health and Safety guidelines, policies, procedures and plans and/or working within the framework of any other prevailing site/project quality, safety and environmental systems as implemented by the Principal Contractor/s;
- + Foster an environment of respect and fairness at all times, with zero tolerance of bullying, harassment or other discriminatory behaviours in the work place;
- + Use company equipment in an authorised manner and take proper care of company equipment or tools;
- + Not disclose confidential company information relating to the business of Pipemech, including but not limited to, client lists, client details, trade secrets and pricing structures, for personal or commercial gain, or which may jeopardize Pipemech's competitiveness or position within the market or industry;
- + Ensure that any personal or financial interests are fully disclosed to Pipemech executive management team and do not conflict with the ability to perform a role in an impartial manner;
- + Immediately report misconduct or breaches of this Code of Conduct which have occurred, or may be occurring in the work place to senior Project / Site or Corporate Management personnel.

**AUTHORISED BY:**



**Rohan Ackroyd**  
**Managing Director**  
**Pipemech Australia Pty Ltd**

**Date:** 3-8-15