

The purpose of this policy is to affirm the standards of behavior that are expected of all personnel employed by or contracted to Meneghello, in the performance of their duties. The aim of the policy is to provide guidance in areas where personnel need to make respectable business, personal and ethical decisions.

Meneghello operates with integrity, honesty and transparency always. The values that support our company and our work is honesty, respect, fairness, trustworthiness and integrity.

Values are demonstrated in our daily work by:

- Providing quality service and product
- Developing and Maintaining our professional and work practices.
- Maintaining professional relationships with all Meneghello personnel, customers and members of the public.
- Being accountable, respectful and professional in the proper use of company information, funds, equipment and facilities.
- Being courteous and responsive in dealing with others and committed to social justice by opposing prejudice, injustice and dishonesty.
- Abiding by policies and procedures, instructions and lawful directions that relate to employment and duties;
- Working collaboratively with all personnel to reach company objectives and business goals
- Promoting dignity and respect by avoiding behaviour which is, or could reasonably be perceived as harassing, intimidating or bullying
- Making procedurally fair decisions to people which avoid discrimination, on grounds of race, gender, religion or culture.

All personnel are responsible for ensuring their behaviour builds a positive workplace culture through reflecting on the standards in the Code of Conduct.

If an employee has doubts about any aspect of this Policy, they must seek clarification from their manager or the Managing Director. This Policy shall be reviewed periodically, and disciplinary action may be taken against any employee found to have breached its principals.

Signed:



Danny Meneghello  
Managing Director

Date: 05/03/2020

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