

ETHICAL STANDARDS POLICY

Ethical standards in relation to Fleurieu Cranes Pty Ltd (FC) focuses on the service provided and the integrity of the company and it's employees. FC will not tolerate unethical behaviour of any kind.

FC shall uphold its integrity by ensuring the following:

- No persons shall be employed under the legislated legal age, guaranteed through recording the date of births prior to employment to ensure the minimum age is met
- FC shall not engage any business [corporation or sole trader] who participates in child labour whether direct or indirectly
- All employees shall conduct themselves in a professional manner which reflects the company's values
- Respecting the privacy of it's employees allowing individuals access to any information pertaining to them
- Providing a safe environment for employees to report or discuss breaches of conduct without discrimination according to Whistleblowers Act 1993
- Ensure transparency in all decision making and matters of business
- Ensure fair disciplinary measures are employed according to Fair Work Act 1994
- FC provides all employees with appropriate PPE and clothing and expects all personnel to respect and dress accordingly. Employees may approach the company with any specific requirements to ensure the safety and presentation of its employees.

Philip Allen

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MANAGING DIRECTOR



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SIGNATURE

17 JUNE 2015

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DATE