

# CODE OF CONDUCT POLICY

## Code of Conduct Management

This policy supports **MCS Civil (NSW) Pty Ltd** commitment to embrace the spirit and intent of our statutory obligations as a PCBU.

## Policy Objective

At MCS Civil (NSW) Pty Ltd (MCS) all employees set for ourselves the following standards of conduct in our relationships with our client, each other, our employer and those with whom we work.

## Policy Statement

### We intend to comply with the law

We will seek to know and understand the laws which affect or relate to our activities and will notify our Supervisors or Line Managers of any failure to comply with the law.

### We intend to act honestly

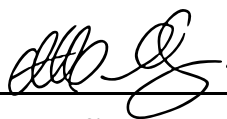
Honesty is being fair and righteous in speech and action. We will not engage in:

- Misleading or defective conduct
- Falsifying or wrongly withholding information
- Collusion, hidden commissions or any secret agreement
- We will endeavor not to place ourselves in situations which result in divided loyalties
- We will endeavour not to place ourselves in situation where our private interests (including receiving benefits from other parties) conflict directly or indirectly with our obligations to MCS
- We intend to use MCS assets (Including funds, equipment and confidential information) responsibly and in the best interest of MCS
- We will respect the proprietary character of confidential information concerning MCS or its clients and not to disclose it either during or after employment without proper authorization
- We intend to respect the rights of the individual and the community in which we work
- We will treat all persons with dignity and not discriminate based on age, sex, race, religion, political opinion or other personal characteristics
- We will ensure all our employees and those of our sub-contractors, consultants and client work in safe and healthy environment when working with MCS
- We will conduct our business with a concern for the environment and in conformance with appropriate standards
- **We are individually responsible and accountable for our actions by the way we perform our functions and report the results of our actions.**

Signed By:

Christopher Murphy

Managing Director



Signature

21<sup>st</sup> September 2024

Date