



CODE OF CONDUCT

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Drafted by	Leigh Canet	Approved by MD	30/03/2020
Responsible person	Leigh Canet	Scheduled review date	30/3/2021

Introduction:

Membrey's Transport & Crane Hire code of conduct sets out the fundamental rules and values which govern the way we operate as a company. It applies equally to our employees as well as our sub-contractors. We all agree we will:

Deliver in a safe and sustainable way by:

- Always placing health and safety as the primary consideration in decision making.
- Never putting oneself at risk.
- Never physically striking another person.
- Never putting other persons at risk or by inaction, leave another at risk.
- Never putting the environment at risk.
- Never punish or discriminate against anyone for bringing a risk to the attention of management or others.

Act with integrity, openness and fairness by:

- Never engaging in deceitful behaviour to management, our customers or others.
- Always honouring our word and commitments to our customers or others.
- Complying with all applicable laws, regulations and MTCH Policies and procedures.
- Protecting Membrey's assets, maintaining them regularly and only using Membrey's assets for legitimate business purposes.
- Reporting anyone who breaches this code.

Believe in people and teamwork by:

- Treating others with respect, listening to different points of view.
- Never bullying anyone.
- Not tolerating discrimination against anyone based on age, race, colour, creed, gender, sexual orientation, religious beliefs or political views or affiliations.

Aspire to excellence and be passionate about success by:

- Striving to achieve new and more efficient ways of conducting our business.
- Seeking to exceed the expectations of our customers and ourselves.
- Taking responsibility (individually and collectively) for our own performance and decisions.
- Creating solutions not problems.

Craig Membrey

Managing Director:
Membrey's Transport & Crane Hire Pty Ltd

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