

C.E.M. Alliance code of conduct policy outlines the standards of behaviour expected of all employees whilst carrying out their duties. The policy assists all employees in understanding the standards of behaviour expected by the company during execution of its works.

C.E.M. Alliance is committed to aligning employee behaviour and conduct with the standards and expectations of the management group, company policies and procedures.

All company employees are expected to:

- Comply with all licenses, laws, legislation and statutory requirements
- Follow all Health and Safety standards and procedures
- Follow all Quality standards and procedures
- Maintain security and confidentiality regarding all company property
- Act honestly and with integrity
- Act respectfully and with courtesy
- Maintain a high level of personal and professional behaviour
- Promote the company's values and expectations
- Not discriminate against bully or harass any persons in a company workplace
- Not negatively impact the environment, general public or community
- Present Fit for Work for each shift.

“This Code of Conduct policy applies to all company employees”



GREG STEELE
Managing Director

06/04/23
DATE