



Ethical Behaviour and Just Culture

Honesty and Integrity

Based actions on a personal set of values. Follow the rules even when supervisors are not present.

Good Manners

Always show courtesy and respect towards other people.

Accept Advise, Supervision, Criticism

Have high self-esteem and do what is asked; accept criticism and use it to improve future performance.

Dependability/Follow Through

Work diligently to complete tasks, alert supervisors to problems or delays so there are no surprises with work not being carried out as required.

Good Attendance/On Time

Keep the mind on work (Avoid external distractions) suggest improvements and be ready to begin work on time.

Accuracy of work/No waste

Be careful to avoid mistakes; if mistakes are made, correct the error; be proud of work well done; hold high standards; always aim to complete the tasks right first time every time.

Pride and Productivity in Work

Show initiative; be ambitious; figure out how to get the job done; work as efficiently as possible to get the job well done.

Leadership

To be more successful with the change process we take into consideration the human element of a system that supports creating safe and high-quality products.

Disclosure

All our personnel are protected from suffering any detriment or termination of employment if they make disclosures that can affect the business.

A “qualifying disclosure” means a disclosure of information that an employee genuinely and reasonably believes is in the public or customer interest and show that the company has committed a relevant failure by:

- Committing a criminal offence.
- Failing to comply with a legal obligation.
- A miscarriage of justice
- Endangering the health and safety of an individual.
- Product safety.
- Concealing any information relating to any of the above

If any of the above has been invoked for malicious reasons or in pursuit of a personnel grudge, then immediate termination of employment or such lesser disciplinary sanctions as maybe appropriate in the circumstances.

Ethics policy in place