



Ethics Policy

1. Purpose

- 1.1 The purpose of this Ethics Policy is to describe and outline the responsibilities of Residential Scaffold Australia Pty Ltd & RoofSafe Solutions Pty Ltd's (collectively referred to as 'RS') workplace participants.
- 1.2 This Policy, where relevant, operates in conjunction with a workplace participant's contract of employment.

2. Commencement of the Policy

- 2.1 This policy will commence from 01 December 2022. It replaces all other RS Ethics Policies (whether written or not).

3. Application of the Policy

- 3.1 This Policy applies to:
 - a) all workplace participants of RS (whether full-time, part-time or casual) and all persons performing work at the direction of, or on behalf RS (for example contractors, subcontractors, agents, consultants, and temporary staff) (collectively referred to as 'workplace participants');
- 3.2 This Policy does not form part of any workplace participant's contract of employment.

4. Policy

- 4.1 RS knows that the overwhelming majority of its workplace participants are committed to the wellbeing of the company and their fellow workplace participants. Despite this, some individuals could become involved in unethical, illegal or irresponsible acts. RS encourages workplace participants to discuss the discovery of such actions with the Finance Director.
- 4.2 It is understood that there are situations in which workplace participants or others may wish to communicate with the company on such a matter and remain anonymous. All workplace participants can call the Finance Director with concerns and still remain anonymous.
- 4.3 Ignoring potentially harmful or illegal situations involving company operations, management or workplace participants is bad for business as a company can face significant financial and legal consequences because of inappropriate workplace participant/contractor conduct.
- 4.4 Workplace participants have the right and responsibility to protect their stake in the company. By workplace participants voicing their concerns to any of the below, it allows workplace participants to confidentially share concerns of possible criminal wrongdoing or unethical behaviour by the company, its management or any workplace participant including but not limited to:
 - Threats and violence
 - Bullying or Harassment



Residential Scaffold

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- Conflicts of interest
- Environmental offences
- Healthcare, disability or other fraud
- Unsafe acts
- Other illegal conduct
- Corruption
- Kickbacks
- Bribes
- Theft
- Any other unethical or unsocial issues

Variations

RS reserves the right to vary, replace or terminate this Code from time to time.

All RS policies and procedures will be reviewed every two to three years and distributed to staff.

RS is committed to providing an environment which is safe for all staff. You will not be disadvantaged in your employment conditions or opportunities as a result of lodging a complaint.

Signed 

Dated 28/10/2022

Residential Scaffold Australia & RoofSafe Solutions