



Clermont Crane Hire Pty Ltd

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Ethical Standard Policy (CCH Policy 011)

Ethical Standard in relation to Clermont Crane Hire Pty Ltd (CCH) focus on the service provided and the integrity of the company and its employees. CCH will not tolerate unethical behaviour of any kind.

CCH shall uphold its integrity by ensuring the following:

- No persons shall be employed under the legislated legal age, guaranteed through recording the date of births prior to employment to ensure the minimum age is met
- CCH shall not engage any business [corporation or sole trader] who participates in child labour whether direct or indirectly
- All employees shall conduct themselves in a professional manner which reflects the company's values
- Respecting the privacy of its employees allowing individuals access to any information pertaining to them
- Providing a safe environment for employees to report or discuss breaches of conduct without discrimination according to Public Interest Disclosure Act 2010
- Ensure transparency in all decision making and matters of business
- Ensure fair disciplinary measures are employed according to Fair Work Act 2009
- CCH provides all employees with appropriate PPE and clothing and expects all personnel to respect and dress accordingly. Employees may approach the company with any specific requirements to ensure the safety and presentation of its employees.