



**EASTERN
GURUMA**

Code of Conduct Policy

Eastern Guruma has established a Code of Conduct which reflects the values of the organisation and to which its employees are expected to adhere in their behaviour.

At Eastern Guruma we:

- value human life and safety above all else
- value the environment and the Eastern Guruma culture and seek to expand understanding of them among stakeholders with whom we interact
- will care for our country by minimising the impact of our activities on the environment and protecting heritage sites
- value all Indigenous cultures and seek to work collaboratively with them
- treat all in a respectful way and work collaboratively with our clients, suppliers and subcontractors
- strive to do and be the best we can
- value fairness and are ethical and honest in our dealings internally and externally
- pursue improvement in all aspects of our business
- encourage a cooperative team effort
- deliver fit-for-purpose work at a profit
- will understand our clients' needs and requirements and seek to meet them
- will seek to extend these values to those with whom we work

Ron Villaflor

Chief Executive Officer