



Code of Conduct Policy

Eastern Guruma has an established Code of Conduct which reflects the values of the organization. Our employees are expected to meet and exceed the standard set in this the code of conduct.

At Eastern Guruma to ASPIRE: is our code of conduct. Our management and employees and subcontractors are required to be and act:

- **A**ccountable
- **S**afe
- **P**rofessional
- **I**ntegrity
- **R**espectful
- **E**thical

At Eastern Guruma we:

- Value the welfare of our people and their safety above all else.
- Value the environment.
- 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 people respectfully and collaborate with our clients, suppliers and subcontractors.
- Work as a team.
- Value fairness be ethical and honest in all activities.
- Understand our clients' needs and requirements and seek to meet them
- Deliver quality services on time and on budget.
- Pursue improvement in all aspects of our business

Tania Stevens

Director