



INTEGRITY POLICY

PCA Ground Engineering are committed to ethical business behaviour in regard to both the internal conduct of our business and our engagement with external stakeholders and the public. Our core values of Safety, Quality, Teamwork, Respect and Integrity will guide all our activities.

We will only seek work and participate in business transactions under high standards of corporate ethics and with complete integrity. PCA to the best of their knowledge, will not utilise businesses that engage in any form of modern slavery, forced or child labour nationally and worldwide.

PCA will act in the interests of the client and the community while undertaking our services with professional integrity and will not conspire with any party to defraud anyone or act in an inappropriate manner in our operations. Our approach is clear and 'zero tolerance' applies towards any unethical business practices or behaviour.

We encourage an open environment in which our personnel can report any suspected, fraudulent or other improper practice without fear or retribution or reprisal. All reported notifications will be treated in the strictest confidence and investigated internally. Should the notification be determined as inappropriate, then internal and/or external action through reporting to the appropriate governing bodies will be undertaken. We will cooperate fully with external agencies investigating inappropriate practices within any legal parameters.

This policy applies to all staff engaged directly by PCA as well as all agents, clients and contractors either engaged by PCA or by an authorised contractor of PCA. All reports of suspected inappropriate activity received will be fully investigated and the appropriate course of action taken.

A handwritten signature in black ink that reads 'Debbie Nayda'.

Debbie Nayda
General Manager Finance and Administration

