

The background of the slide is a photograph of an offshore wind farm. Numerous white wind turbines are visible against a sky transitioning from blue to orange and pink at sunset. The water is calm, reflecting the colors of the sky. One turbine in the middle-right of the frame is highlighted with a bright green semi-transparent shape. On the left side, there is a dark grey semi-circular overlay containing the text.

Our Ethos

Our code of conduct for how we act ethically and with integrity.

 aurecon

At Aurecon, we protect our integrity fiercely.

The legacy we leave, the challenges we solve for with clients, and the colleagues we interact with every day, all bear the impacts, both positive and negative, of our behaviours and interactions.

Here we work The Aurecon Way. This is shorthand for how we wrap together who we are today and who we are determined to be tomorrow. It is how we provide our people with certainty in a world marked by so many unknowns.

Fundamental and enduring, Our Ethos is a key part of The Aurecon Way. Our Ethos is our code of conduct, guiding the way our people work. Every one of our people commit to following Our Ethos without compromise. In tandem with Our Commitments, they infuse our culture with a baseline of non-negotiables—shaping the way we behave, connect and collaborate.

Aurecon has been grown and shaped over many years—we have much to be proud of, but always more to do.

What endures is an unwavering reputation as a workplace free from bullying, harassment and inequity. Where diverse thinking and perspectives aren't just respected, but sought out. Where people head home at the end of the day, safe and well. Where pursuit of a more sustainable future is baked into everything we do and core to our purpose.

This reputation is a result of our shared determination to act with transparency and honesty, and with every one of our people following Our Ethos, as a core part of The Aurecon Way, without question or compromise.

With each other, we build confidence and trust.



Louise Adams, CEO



Why do we have Our Ethos?

The way we work with each other, as well as our clients, partners, suppliers and stakeholders, to bring ideas to life, is part of The Aurecon Way.

Our Ethos is an important part of how we work. As our code of conduct, it sets out the obligations on all of us to act ethically and with integrity. This shapes how we connect and collaborate with one another, our clients, and our partners.

Everyone who works for Aurecon has an obligation to follow Our Ethos. It does not matter whether you work as an employee or a contractor, or where you are located. Our Ethos operates in tandem with Our Commitments to set out the obligations that apply to your behaviours at Aurecon.

Our Ethos establishes the standard we hold ourselves to as a business and expect of others working with us. Aurecon expects that consultants, contractors and suppliers working with us will comply with Our Ethos when they are working with us.

Importantly, Our Ethos also explains how to get help if you have a concern or ask a question if you are in doubt.

“A key strength of Aurecon’s culture is our shared commitment to integrity and ethical behaviour.

If you ever witness a breach of Our Ethos or have concerns about the appropriateness of something, we expect you to come forward.

Your voice is crucial to maintaining and enhancing our culture of trust and transparency at Aurecon. You can do this without fear of reprisal or recrimination.

In the first instance I encourage you to speak directly to your Team Leader or a member of the People or Legal & Governance teams, but if you don’t feel comfortable doing this, you can raise your concern directly with me.”



Emily Sunman
Chief Legal & Risk Officer

Our Ethos at a glance

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What do we expect of each other?

We expect everyone to comply with the laws of the country in which you work. This is a non-negotiable and expected of all of us, all of the time.

We also expect everyone to read and apply Our Ethos when they are working for Aurecon. Not doing so may result in a breach of your contract with Aurecon. Consequences will depend on the seriousness of the breach and surrounding circumstances but could range from a warning to dismissal and notification of external regulatory authorities.

We expect you to come forward if you see any potential problems or you are ever unsure about the appropriateness of something you see at Aurecon. Everyone has an obligation to report any concerns they may have about a breach of law or Our Ethos.

We will not tolerate anyone engaging in any form of retaliation against someone who raises an issue or concern in good faith. If you believe you have been the subject of any retaliation for raising a concern, please report it immediately.

How do we use the Ethos?

Our Ethos is a guide to the way that we do business and work together. If you are uncertain about what to do in a situation, Our Ethos can help you. Sometimes it is clear what the right thing to do is, other times you might have some doubt.

If you are uncertain, ask yourself these questions:

- Is it legal?
- Is it consistent with Our Ethos?
- Does it feel right?
- Would I be comfortable if a colleague, client or others knew of this situation?

If you are still uncertain, talk to your team leader, another leader or someone from the People Team or Legal & Governance Team.

Working with others

Our Ethos is also a guide to selecting who we want to work with — whether it is a client, partner, subcontractor, or other third party. We want to work with organisations who also act in a manner consistent with Our Ethos. Aurecon expects that when third parties work with us they will comply with Our Ethos.

Who can help me?

Our team leaders

If you have a question, you can ask your team leader or another leader.

People Team

The People Team is always available to provide guidance and advice around Our Ethos, particularly if you don't feel comfortable speaking to your team leader.

Legal & Governance Team

The Legal & Governance Team is also available to provide guidance and answer any questions.

Whispli

We encourage everyone to speak to someone directly if they have a concern, but if you don't feel like you can, use [Whispli](#) an independent and confidential reporting service.





Working *together*

Preserving health and safety

What we believe is right:

- Maintaining a safe and healthy environment for ourselves and those around us.
- Holding ourselves and others to account to maintain a safe and healthy environment.
- Reporting and investigating near-misses, incidents and hazards and continuously improving our health and safety performance.

What we believe is wrong:

- Compromising health and safety, regardless of the reason.
- Ignoring or disregarding applicable health and safety laws.
- Taking short cuts or other actions which endanger health and safety, including not reporting or investigating near-misses, incidents or hazards.

Preventing discrimination and prioritising inclusion

What we believe is right:

- Fostering an inclusive workplace that is free from discrimination.
- Identifying and addressing systemic disadvantage to enable everyone to have equal access to opportunities.
- Maintaining an equitable approach to employment, professional development and promotion opportunities.

What we believe is wrong:

- Perpetuating biases and stereotypes that discriminate, disrespect or lead to a workplace which is exclusionary.
- Providing employment, development or promotion opportunities without objectivity.
- Making comments or sharing perspectives that discriminate against or disrespect a person or community.

Preventing workplace harassment, bullying, violence and hostility

What we believe is right:

- Treating everyone with respect, dignity and professionalism.
- Fostering a workplace free from harassment, bullying, violence and hostility.
- Calling out and reporting inappropriate, disrespectful or harmful behaviours.

What we believe is wrong:

- Any form of workplace harassment, bullying, violence or hostility.
- Not taking action, or not implementing consequences, when inappropriate, disrespectful or harmful behaviour is observed.
- Victimising anyone who reports, in good faith, inappropriate, disrespectful or harmful behaviour.

Communicating respectfully with others

What we believe is right:

- Being respectful and professional in all our communications, regardless of the medium.
- Being truthful and accurate in our communications and ensuring they are appropriately reviewed and approved.
- Approaching social media with common sense and sound judgement to protect both your and our reputation.

What we believe is wrong:

- Using Aurecon's communication systems for inappropriate non-business purposes.
- Any communications which are fraudulent, harassing, bullying, discriminatory, illegal, embarrassing, explicit, obscene, intimidating or defamatory.
- Using Aurecon's communication systems for our own personal, commercial, advertising or political purposes.

Keeping accurate business records

What we believe is right:

- Maintaining accurate, truthful and complete business records, including financial statements.
- Complying with Aurecon's requirements for the creation and management of business records.
- Properly authorising, approving and recording all business transactions.

What we believe is wrong:

- Creating false or misleading business records.
- Manipulating, or attempting to influence others to manipulate, business records including financial information for any unauthorised or inappropriate purpose.
- Ignoring mistakes or not checking information which appears inaccurate, incomplete or untruthful.

Respecting privacy and confidentiality

What we believe is right:

- Protecting people's personal information by keeping it confidential and secure.
- Protecting confidential information and only disclosing it when we have authority to do so.
- Only using confidential information for legitimate purposes.

What we believe is wrong:

- Disclosing personal or confidential information to someone who has no legitimate reason to obtain it.
- Breaching the confidentiality obligations we have to any third parties.
- Not respecting the intellectual property rights of Aurecon or third parties.

Respecting company resources

What we believe is right:

- Using Aurecon technology and systems responsibly.
- Always keeping Aurecon equipment, and the data and information contained on it, secure.
- Promptly reporting any loss of Aurecon equipment, data or information, or suspected security breaches.

What we believe is wrong:

- Ignoring something which might involve fraud, money laundering, deception or a security breach.
- Using any resources or facilitating any expenditure that is not properly connected to conducting Aurecon business.
- Taking copies of Aurecon information or records for personal use or for the use by others.



Working with *clients and partners*

Demonstrating honesty, integrity and professionalism

What we believe is right:

- Acting with honesty and integrity in all our dealings with and on behalf of Aurecon.
- Maintaining any professional registrations and certifications needed to conduct our work, including acting within the ethical and integrity obligations of those professional bodies.
- Speaking out when we see something which we believe is dishonest, lacks integrity or is unprofessional.

What we believe is wrong:

- Making promises or commitments that Aurecon cannot, or does not intend to meet.
- Being untruthful or making misleading or false statements, or doing so by omission.
- Conducting our work in an unprofessional manner or in a way that does not follow Aurecon's processes and standards.

Preventing bribery and corruption

What we believe is right:

- Having a zero tolerance approach to any form of bribery or corruption.
- Establishing strong and ethical relationships with clients, partners and suppliers who are aligned to Aurecon's anti-bribery and anti-corruption approach.
- Always paying for goods and services that we procure on a commercial arms-length basis.

What we believe is wrong:

- Taking part in or tolerating any corrupt behaviour, including making facilitation payments to secure or expedite processing and approvals from government agencies.
- Trying to improperly influence a third party by providing a benefit.
- Accepting a benefit if it is illegal, inappropriate, disproportionate or given to influence our behaviour.

Appropriately using gifts, entertainment and hospitality

What we believe is right:

- Giving or receiving gifts, entertainment or hospitality which are reasonable and appropriate and comply with Aurecon's procedures.
- Keeping accurate records of the gifts, entertainment and hospitality, we offer and receive for transparency.
- Always following applicable laws on gifts, entertainment and hospitality, particularly in respect of government officials.

What we believe is wrong:

- Offering or receiving gifts, entertainment or hospitality to improperly influence a business decision.
- Offering or receiving gifts, entertainment or hospitality during a competitive tender which may improperly affect the outcome.
- Making political donations on behalf of Aurecon and using Aurecon funds or resources for political party purposes.

Preventing conflicts of interest

What we believe is right:

- Disclosing any actual, perceived, or potential conflict of interest truthfully and promptly, and refraining from decision-making in situations where such conflicts may exist or may be perceived by others.
- Keeping accurate records of conflict of interest disclosures for transparency, even if there is no conflict identified.
- Implementing identified steps to avoid or manage conflicts of interest.

What we believe is wrong:

- Engaging in conduct where our personal interests conflict with Aurecon's.
- Influencing decisions or taking advantage of our position, or the opportunities that arise from them, for personal gain or advantage.
- Being in a situation where our personal interests mean we are unable to exercise impartiality or objectivity for Aurecon.

Supporting fair competition

What we believe is right:

- Always operating in compliance with applicable competition law.
- Gathering and using competitor information that is obtained legally through appropriate observations and insights.
- Leaving meetings or discussions if competitively sensitive issues are being discussed in a manner which gives rise to legal or ethical issues.

What we believe is wrong:

- Engaging in any anti-competitive conduct in breach of applicable competition laws.
- Illegally communicating with competitors.
- Illegally discussing or sharing confidential market, commercial or pricing information with others.



Working with the *community*

Protecting the environment

What we believe is right:

- Undertaking our work and operations in accordance with applicable environmental law.
- Making choices that contribute to reducing Aurecon's carbon footprint and decarbonising our operations.
- Being transparent about our carbon footprint and climate-related risks and opportunities.

What we believe is wrong:

- Not supporting a precautionary approach to sustainability and environmental challenges.
- Not using resources and energy as efficiently as possible to minimise environmental impact.
- Doing business with those who ignore or disregard applicable environmental laws.

Respecting human rights

What we believe is right:

- Respecting the human rights of everyone who works for or with us.
- Supporting the protection of internationally proclaimed human rights.
- Actively engaging with our supply chain to address modern slavery risks.

What we believe is wrong:

- Using any form of child labour, modern slavery, forced or compulsory labour.
- Doing business with others who do not respect human rights principles.
- Being complicit in human rights abuses.

