



"Integrated Solutions. Enduring Assets"

Code of Business Conduct

How we work, how we behave, and what our customers, partners and people can expect from WESMAR.

Revision 2.0 • Approved 19 March 2025



Our commitment to doing the right thing

This Code sets out the standards of behaviour that govern everything WESMAR does — supporting ethical conduct, protecting human rights, promoting environmental responsibility and holding us to our shared values.

Compliance is a mandatory part of every employment contract and business agreement.

WHO IT APPLIES TO

- All direct employees, including executives, managers and casual staff
- Subcontractors, independent contractors and labour service providers
- Third parties acting on behalf of, or dealing with, WESMAR Pty Ltd

When the Code applies

- During all work hours
- At work-related activities away from the office or site
- Whenever a team member wears a WESMAR uniform
- Whenever a team member drives a WESMAR vehicle

The four WESMAR core values

Every employee and business partner maps their daily work to these values.

01

Safety & Care

We put people first and never compromise on safety

02

One Team

We work together, communicate openly and succeed together

03

Excellence

We strive to deliver quality outcomes and continuously improve.

04

Integrity

We do what is right, take ownership and stand by our commitments.

Safety & care: people come first

- We take absolute responsibility for a safe, healthy workplace.
- Chemical and physical hazards are controlled, not accepted.
- Competency-based training is regular and mandatory.
- Material Safety Data Sheets are supplied and kept current for all site operations.

*Safety is our first consideration — on every site, on every shift,
for every person.*



One team, and excellence in all we do

Environmental protection

We continually minimise the impact of resource use, waste, soil and water contamination, noise and greenhouse gas emissions.

Circular economy

We actively pursue waste practices that emphasise material reduction, reuse and recycling.

Diversity and non-discrimination

Equal opportunity is promoted. Discrimination on any ground — origin, gender, nationality, sexual orientation, age, marital status, disability, religion or politics — is banned.

Fair treatment

We protect the personal dignity and privacy of every worker, and prevent mental coercion, verbal abuse and sexual harassment.

Integrity: we do what is right

Legal compliance

We follow all applicable state, federal and international laws.
We do not tolerate, permit or carry out any illegal action.

Fighting corruption

No corruption, extortion, inappropriate advantages, or giving and taking of bribes — anywhere we operate.

Conflicts of interest

Business decisions are made on objective grounds. Any potential conflict must be disclosed and approved before proceeding.

Fair business practices

We comply with fair competition and antitrust laws, and market our services accurately.

Human rights and labour standards

We align our business and supply chains with the UN Guiding Principles on Business and Human Rights and the ILO Conventions.

No forced labour

All employment is voluntary. No identity documents withheld, no illegal recruitment fees deducted from wages.

No child labour

Global minimum age standards apply. No worker under 18 performs hazardous work.

Clear contracts

Written employment contracts are provided in a language the worker fully understands, before work starts.

Fair wages and hours

Working hours, wages, overtime and benefits comply fully with local awards and national law.

Freedom of association

Employees may form or join unions and bargain collectively without penalty or discrimination.

Use of data and physical assets

Computer security and intellectual property

- Systems, networks, passwords and data are safeguarded from loss, unauthorised access and manipulation.
- The intellectual property and trade secrets of WESMAR and its clients are protected — an obligation that remains binding after someone leaves the company.

Confidentiality and privacy

- Financial information, strategic plans and personal employee records are treated as strictly confidential.
- Internal details are disclosed externally only with express authorisation from the Managing Director or GM Finance.
- Conflicts of interest are declared and approved in writing before engagement begins.

Speaking up: reporting concerns

WESMAR nurtures an open, safe reporting culture. Employees, subcontractors and suppliers must immediately flag any actual or suspected breach of this Code.

Your direct supervisor

The first and fastest route for most concerns.

Operations Manager

Where the concern involves your immediate supervisor or a site issue.

Human Resources team

For conduct, discrimination, harassment or employment matters.

No one who raises a concern in good faith will suffer disadvantage. Breaches of this Code are investigated and may result in disciplinary action or termination of engagement.

Audit, release and document control

This Code is audited against WESMAR's HSEQ management system and released under the authority of the Managing Director. It is reviewed at least every three years, or earlier if legislation or business practice changes.

Document number	Revision	Approved	Owner
OP-HR-100-07	2.0	19/03/2025	Manager, HSEQ

Questions about this Code?

Contact the WESMAR Human Resources team or the HSEQ Manager. Customers and business partners are welcome to request further detail on how we apply this Code across our operations.