

## Code of Conduct POLICY

### As a business we will:

- Always act professionally, ethically and with integrity
- Encourage diversity and inclusion by promoting a positive team culture and work environment
- Seek to resolve differences through discussion and open communications
- Respect the privacy of our people, clients and stakeholders by managing sensitive information discretely and securely
- Ensure compliance with all laws and regulations
- Manage conflicts of interest soundly to ensure all parties are protected

### Our people will lead by always:

- Demonstrating BlackCap values and behaviours through our actions
- Providing and following lawful and reasonable directions
- Using company assets and systems lawfully, responsibly and only as authorised
- Avoiding actions or activities which may have negative impact on BlackCap's reputation



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BlackCap Construction

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