

Code of Conduct

Standards for ethical, safe and responsible work

1. Purpose and scope

PROFM is committed to conducting its business ethically, lawfully and responsibly. This Code sets the standards of behaviour expected of workers, contractors and subcontractors engaged in activities on behalf of PROFM.

2. Legal and regulatory compliance

PROFM expects compliance with applicable Australian laws, regulations, industry standards and client contractual requirements, including work health and safety, environmental protection, employment and industrial-relations requirements.

3. Ethical business practices

- Act honestly, ethically and with integrity.
- Avoid or disclose conflicts of interest.
- Do not engage in bribery, corruption, fraud or improper influence.
- Protect confidential client and business information.

4. Workplace health and safety

- Follow safe work practices at all times.
- Report hazards, incidents and near misses promptly.
- Use tools, equipment and plant safely and appropriately.
- Work in accordance with relevant Safe Work Method Statements where required.

5. Fair treatment and respect

Discrimination, harassment, bullying and victimisation are not tolerated. Every person must be treated with dignity and respect.

6. Environmental responsibility

Workers and contractors must manage waste responsibly, prevent spills and environmental harm, and use materials and resources efficiently where practicable.

7. Modern slavery and ethical sourcing

PROFM does not tolerate forced labour, human trafficking or modern slavery. Contractors and subcontractors are expected to comply with applicable fair-work and labour laws.

8. Reporting concerns and misconduct

Suspected misconduct, unsafe behaviour, unethical conduct or breaches of this Code may be reported confidentially to the Primary Contact by phone or email. Matters will be reviewed and escalated to clients or relevant authorities where required.

9. Responsibility and review

The Primary Contact oversees this Code. It is reviewed periodically and updated when operations, legislation or client requirements change.

Responsible officer

Scott van Iperen, Primary Contact
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