



Practical Risk Management Pty Ltd

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ABN 80 092 739 903
19 Beaufort Rise, Warrandyte,
Victoria. Australia 3113
e: pracriskman@bigpond.com
p: +61 3 9844 0040
m: +61 412 380 034

w: +61 412 380 034
b: +61 3 9844 0040
e: pracriskman@bigpond.com
AICTOCH: ANZREG 31 13
19 BEAUFORT RISE, WARRANDYTE
VBN 80 092 739 903
ΠΡΑΚΤΙΚΗ ΡΙΣΚ ΜΑΝΑΓΕΜΕΝΤ ΠΥ ΛΤΔ

Business Practices Policy

It is the policy of Practical Risk Management Pty Ltd (PRM)

- to conduct our business in a way that is honest, ethical and complies with all laws; and
- to recognise and respect the uniqueness and value of individuals regardless of gender, nationality, cultural distinctions or creed.

This will be achieved by requiring that all employees and contractors engaged by PRM comply with this policy on PRM premises, during PRM activities and while conducting business on client premises. This includes:

- respecting diversity in culture, identity and learning from this in the places we work;
- prohibiting discrimination in our actions, including what we say relating to race, religion, appearance, colour, nationality, age, sex, gender identity or expression, disability, or political preference;
- prohibiting the use, possession, distribution, purchase or sale of controlled substances;
- prohibiting the consumption of alcohol while on client premises;
- complying with statutory drug and alcohol limits when driving;
- prohibiting actual or threatening violence in conduct of ourselves during work-related activities;
- respecting human rights;
- avoiding conflicts of interest;
- prohibiting insider trading;
- prohibiting acceptance or soliciting of bribes;
- ensuring client requirements are met regarding access, use and security of Information and Intellectual Property.

Where necessary, PRM management will help employees and contractor to achieve compliance with this policy.

We recognise that we are also bound by the terms and conditions of contracts with clients specifying compliance with their policies and requirements.

This policy has been reviewed and endorsed by PRM Management which is committed to its successful operation. By accepting work with the Company, each contractor and employee accepts that he/she is responsible for the application of this policy.

Authorised by

David Ure (Director)