

CODE OF CONDUCT

The overarching principles of the Company are:

- to act ethically, with honesty, integrity, professionalism and care, and ensure the proper use of company information, funds, equipment and facilities,
- to exercise fairness, equity, courtesy and respect when dealing with customers, colleagues and other stakeholders, and
- to avoid real or apparent conflicts of interest.

All employees have responsibility for ensuring compliance with this Policy and are required to:

- perform their duties with skill, honesty, care and diligence, using authority in a fair and equitable manner,
- be scrupulous in the proper use of company information, funds, equipment and facilities,
- respect and abide the law,
- abide by Fremantle Pilots' policies and procedures, instructions and lawful directions that relate to their employment and duties,
- contribute to creating and maintaining a safe work environment,
- maintain a high standard of appearance when on duty and wear the required uniform and PPE,
- promote the interests of Fremantle Pilots,
- comply with the spirit and regulations which apply to their profession and industry,
- comply with this policy and report any possible breaches in accordance with the obligations outlined.

This Policy is supplemented by the Code of Conduct Procedure PM-02 which further details employees required Professional and Personal conduct.

Approved By:
Julian Thomas

Managing Director

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