



Code of Conduct Policy

Pure Rail Pty Ltd is committed to fairness, equity and honest. As such the following will be observed by all employees, regardless of station;

Confidentiality

Pure Rail is committed to maintaining the highest degree of integrity in all our dealings with all clients. We extend the same standards to all our customers, suppliers, staff and associates.

Ethics

We always conduct our own services honestly and honourably, and expect our clients and suppliers to do the same.

Duty of care

Our actions and advice will always conform to relevant law, and we believe that all businesses and organizations, should avoid causing any adverse effect on the human rights of people in the organizations we deal with, the local and wider environments, and the well-being of society at large.

Conflict of interest

We will never place ourselves in a situation where there is conceivably a conflict of interest. This applies to business and personal circumstances.

Fees

Our fees are always competitive for what we provide, which is high quality, tailored, specialised service. Wherever possible we agree our fees and basis of charges clearly in advance, so that we and our clients can plan reliably for what lies ahead, and how it is to be achieved and financially justified.

Payment

We aim to be as flexible as possible in the way that our services are charged. We make no attempt to charge interest on late payments, so we expect payments to be made when agreed.

Intellectual property and moral rights

We retain the moral rights in, and ownership of, all intellectual property that we create unless agreed otherwise in advance with our clients. In return we respect the moral and intellectual copyright vested in our clients' intellectual property.

Quality assurance

We maintain the quality of what we do through constant ongoing review with our clients, of all aims, activities, outcomes and the cost-effectiveness of every activity. We encourage regular review meetings and provide regular progress reports.

Professional conduct

We conduct all of our activities professionally and with integrity. We take great care to be completely objective in our judgement and any recommendations that we give, so that issues are never influenced by anything other than the best and proper interests of our clients.



Equality and discrimination

We always strive to be fair and objective in our advice and actions, and we are never influenced in our decisions, actions or recommendations by issues of gender, race, creed, colour, age or personal disability.

A handwritten signature in blue ink, appearing to read "Devine".

Authorised by:

Kyle Devine
Director
Pure Rail Pty Ltd