

Queensland Rail Limited

Board Directive: Code of Conduct

The Queensland Rail Limited Board requires the Chief Executive Officer to ensure a Code of Conduct is an integral part of the Human Resource Management System.

The Chief Executive Officer shall ensure that the Code of Conduct:

- Applies to the Chief Executive Officer, members of the Senior Executive, all other Queensland Rail Limited employees and all contractors and consultants;
- Is reviewed and revised on a regular basis to be kept relevant, aligned with Australian Standards, to uphold best practice within the transport industry and to meet the changing business needs of Queensland Rail Limited;
- Identifies those behaviours that appropriately reflect how Queensland Rail Limited wants to be seen by its customers, contractors, consultants, stakeholders, fellow employees and the community;
- Identifies the responsibilities of employees and supervisors / managers in applying the Code of Conduct; and
- Identifies the process for managing breaches of the Code.

The Code of Conduct shall be based upon the following guiding principles:

- Observation of relevant legislation, awards, certified agreements, policies, board directives, management systems and job requirements;
- Fairness and equity in all dealings with other employees, stakeholders, clients, customers and members of the public;
- Safe and healthy work practices and a concern for the welfare of employees and others;
- Honesty, mutual respect, courtesy, dignity and natural justice are afforded to all;
- Acting in the best interests of Queensland Rail Limited and its customers;
- Recognising the importance of positive relationships with employees, unions, customers, suppliers, stakeholders and the communities in which Queensland Rail Limited operates; and
- Approaching business affairs ethically and with professionalism.

This Board Directive applies to Queensland Rail Limited and its subsidiary companies