



## Appendix II – Code of Ethics

**Preamble:** While recognising that competition is a necessary and vital part of the free enterprise system, Civil Contractors New Zealand (CCNZ) nevertheless believes there is a Code of Ethics, in accordance with which business should be conducted, so as to avoid unfairness to both the public and fellow Members and to maintain the high standing of the Civil Construction and General Contracting industry. The code is as follows:

- 1** Members shall conduct their affairs at all times in an ethical and fair manner and in accordance with this Code of Ethics.
- 2** Members shall complete their contractual obligations to their clients in a fair and equitable manner, in accordance with the best standards of workmanship, and with integrity and courtesy.
- 3** Members shall be good employers with fair and reasonable conditions of employment, healthy and safe work places and employment practices that promote equality of opportunity for all persons regardless of their sex, marital status, religious belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation.
- 4** Members shall be good citizens ensuring that the health and safety of the public is protected at all times and that the environment is preserved and protected in accordance with best environmental management practice.
- 5** Members shall not attempt to attract or offer employment to an employee of another Member without first advising that Member. This shall not apply where the employee has responded to an advertisement.
- 6** Members shall not express comment or criticism to the general public on the service, fees or conduct of another Member. However, each Member has a duty to maintain the standard of the industry by referring to CCNZ any conduct which may breach this Code of Ethics or otherwise appear to bring discredit on CCNZ or its Members.
- 7** Members shall not be associated in any way with anything that may bring that Member or CCNZ into disrepute.
- 8** Members shall not disclose to, or discuss with, non-members confidential information obtained through CCNZ membership.
- 9** Members shall be loyal to CCNZ and, where possible, actively involve themselves in the affairs of CCNZ.
- 10** Members shall give preference, where appropriate, to other Members and Associate Members when utilising services provided by fellow Members and Associate Members.
- 11** Members charged with breach of this Code of Ethics shall voluntarily provide all relevant information to a duly constituted CCNZ committee for investigation and judgement.