



Empowering Leaders, Enhancing Safety.

# Code of Ethics

## 2025

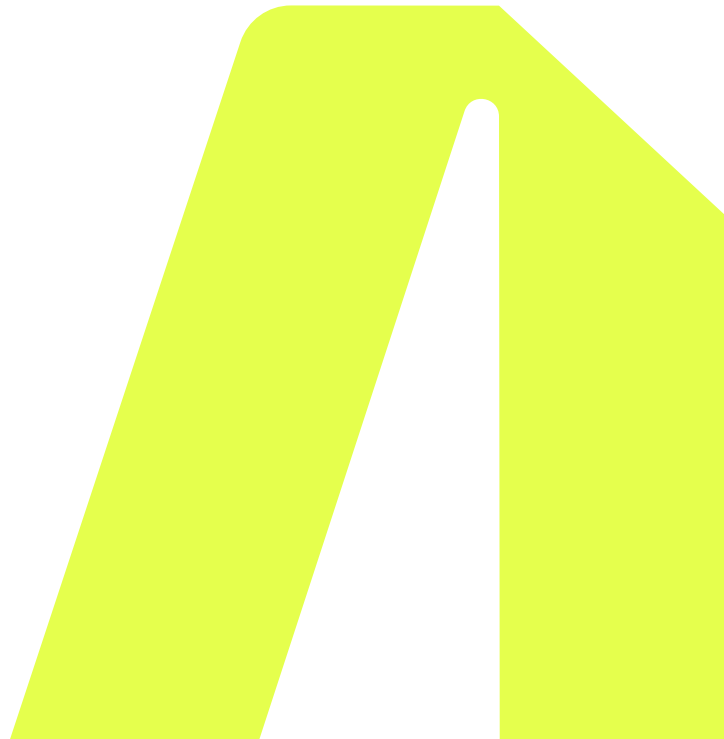
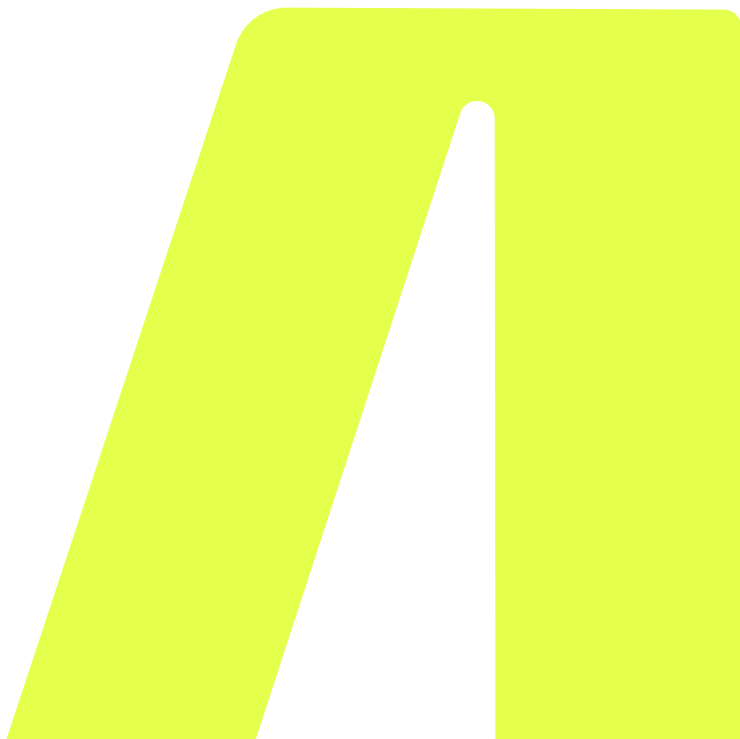
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# Code of Ethics

This Code of Ethics sets out the fundamental principles and professional standards expected of all individuals associated with Safety Sphere, including members, employees, and Industry Advisory Committee Members. It serves as a framework to ensure ethical conduct, integrity, and accountability in all activities, operations, and interactions within the membership body.

As an Australian-based organisation, Safety Sphere is committed to upholding the highest standards of workplace health and safety governance, fostering collaboration, transparency, and trust among its members and industry stakeholders. This Code is designed to guide behaviour in alignment with industry best practices, legal obligations, and ethical leadership



## SAFETY SPHERE

# Core Values

Individuals of Safety Sphere commit to upholding the following core values:



### Integrity

Acting honestly and transparently in all professional dealings and interactions with each other and Safety Sphere's stakeholders.

### Accountability

Taking responsibility for one's actions and decisions.

### Professionalism

Demonstrating competence, respect, and ethical behaviour.

### Confidentiality

Safeguarding sensitive information and respecting privacy.

### Fairness

Treating all individuals with respect, impartiality, and without discrimination.



# SAFETY SPHERE

## Code of Ethics



### 1. Ethical Standards

#### 1.1 Professional Conduct

Individuals shall:

- Conduct themselves in a manner that upholds the reputation of the profession and the membership body.
- Strive for excellence in their professional duties. Avoid conflicts of interest and disclose any potential conflicts.

#### 1.2 Honesty and Integrity Individuals shall:

- Be truthful in all communications, including professional and public statements.
- Avoid deceptive practices or misrepresentation of qualifications, experience, or professional capabilities.
- Refuse to participate in or condone unethical behaviour.

#### 1.3 Respect and Fair Treatment Individuals shall:

- Treat colleagues, clients, and the public with dignity and respect.
- Avoid discrimination based on race, gender, age, disability, religion, or any other protected characteristic.
- Promote an inclusive and supportive professional environment.

#### 1.4 Confidentiality and Data Protection

Individuals shall:

- Maintain the confidentiality of sensitive or proprietary information.
- Comply with relevant laws and regulations governing data protection and privacy.
- Use information responsibly and only for legitimate professional purposes.

#### 1.5 Compliance with Laws and Regulations

Individuals shall:

- Adhere to all applicable local, national, and international laws governing their profession.
- Uphold industry-specific regulations and best practices.
- Report any illegal or unethical conduct to the CEO or Chair and appropriate authorities.

### 2. Enforcement and Disciplinary Actions

- Any individual found in violation of this Code of Ethics may be subject to disciplinary action, including warnings, suspension, or termination of membership or employment.
- Complaints or reports of unethical conduct will be reviewed through a fair and transparent process.
- Individuals have the right to appeal disciplinary decisions in accordance with the procedures set forth by.

### 3. Commitment to Ethical Practice

By joining Safety Sphere, member companies acknowledge and agree to abide by this Code of Ethics. Upholding these ethical standards is essential to maintaining the integrity, credibility, and trustworthiness of the profession.

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