



GHD Group Integrity Management Policy

At GHD, we commit to ethical business behaviour in regard to both the internal conduct of our business and our engagement with external stakeholders and the public.

The core values of Safety, Teamwork, Respect and Integrity will guide all our activities.

We will only seek work and participate in business transactions under high standards of corporate ethics and with complete integrity.

We will act in the interests of the client and community while undertaking our services with professional integrity. We will not conspire with any party to defraud anyone or act in an improper manner in our operations. An approach of 'zero tolerance' applies towards any unethical business practices.

We foster an open environment in which our people can report any suspected, fraudulent or other improper practice without fear of reprisal. All reported incidents will be treated in confidence and investigated promptly independently with appropriate follow-up.

We will cooperate fully with external agencies investigating corrupt practices within any legal parameters.

Rob Knott
Chairman

April 2017

Ashley Wright
Chief Executive Officer