

# CODE OF CONDUCT

Civic is committed to providing an engaged, committed and professional workforce that maintains high moral and ethical standards in the conduct of our business.

Civic's Code of Conduct defines the standards of acceptable behaviour which we expect from all those associated with Civic. Civic's values are embedded into our Code of Conduct and can be described as the 'way we work at Civic'.

## EXPLORE

We believe that we all need a sense of curiosity to keep questioning and challenging ourselves and the status quo. To explore is to be brave and respectfully challenge the way things may have always been.

## CONNECT

We believe in fostering relationships between each other and using our connection to one another to build trust, knowledge and the confidence to get work done. We are always striving for connection.

## BELONG

We believe that being part of a team and community is important for our wellbeing and ability to achieve great things. We are always looking to include people to belong in our teams and communities.

## LEARN

We believe knowledge should be shared and that we all have a responsibility to use what we have to build the knowledge and capacity of those around us. We never stop learning.

It is the responsibility of each and every person to set the highest standards for themselves, to monitor their own behaviour, learn new skills in their workplace and uphold Civic's Vision, Mission and Values.