

ETHICAL BEHAVIOUR POLICY

Purify Air will ensure, so far as is reasonably practicable, that all franchisees, workers, contractors and volunteers maintain a standard of ethical behaviour that engenders and maintains confidence and trust in Purify Air. This commitment extends to striving to create a harmonious work environment while maintaining standards of professional behaviour that maintains and promotes confidence and trust in our products and services.

AIMS AND OBJECTIVES

Purify Air requires all franchisees, workers, contractors, and volunteers to always comply with the Ethical Behaviour Policy in carrying out their roles, functions and duties. The Policy provides clear instructions on what they can and cannot do in the course of their involvement with Purify Air.

All Franchisees, workers, contractors, and volunteers, regardless of role or position, are to adhere to the following:

- Ethical principles – including workplace behaviour and respect for all people in keeping with anti-discrimination and sexual harassment laws.
- Values – including contributing to and maintaining an honest, unbiased, and unprejudiced work environment.
- Accountability - including taking responsibility for their own actions, ensuring the appropriate use of information, exercising diligence in the conduct of their duty of care obligations, and avoiding conflicts of interest.
- Standards of conduct – including complying with their Franchise Agreement and role as a Franchisee representing Purify Air and proper use of information technology (including internet, social media and email).
- Standards of practice – including current policies, procedures, and business operating manuals; and
- Disciplinary actions – including complaints handling and specific penalties for any violation of the code of conduct.

RESPONSIBILITIES

Purify Air is responsible for disseminating the policy and providing information and training on how to comply with the policy. Purify Air will also be responsible for enforcing the policy, including disciplinary procedures for violations of the policy and for reviewing the policy to ensure that it remains relevant and effective.

All franchisees, workers, contractors, and volunteers have responsibilities under this policy to comply with the Code of Conduct,

Greg Merrett
Director



.....

27th February 2023