



Code of Conduct

VicForests' Code of Conduct describes the standard of conduct expected of our employees.

The principles making up our Code are:

Communication

- We commit to sincere and open communication that is respectful, courteous and patient; and is considerate of others
- We will not participate in (or tolerate) denigrating conversations about others and our business
- We will be aware of our tone and attitude when speaking to others
- We will communicate in a two-way manner: we will listen, acknowledge and if necessary, seek clarification

Respect

- We appreciate that others have different needs, skills, experiences, and interests and we will consider their perspectives
- We commit to fair and empathetic interactions with others
- We will treat others in a manner that we would like to be treated
- We will take pride in our workplace and work equipment

Accountability

- We will take ownership of our own actions, behaviour and choices when engaging with others within and outside of our business
- We will lead by example and avoid conversations and behaviour that recruit others to conflict or are divisive
- We will honour commitments and timelines or provide timely updates if unable to deliver
- We will demonstrate a positive, proactive and encouraging attitude