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CODE OF ETHICS

Africhill Code of Ethics sets out the principles, practices and standards of personal and corporate behaviour our company expects everyone who works for Africhill (including employees, contractors and sub-contractors) to adopt in their daily business activities.
Our Code of Ethics guides who we are, what we do and how we do it. In conducting our business we will:

Comply with Laws – Comply with all applicable laws, regulations and statutory obligations that apply to our business as a minimum.
_ **Act with Integrity** – Deal honestly, fairly and with respect toward all stakeholders in every aspect of our business.
_ **Respect People** – Provide equal opportunity and prevent harassment, vilification and unlawful discrimination of any person, including on grounds of age, sex, race, religion, political opinion or other characteristics or preferences.
_ **Operate Safely** - Comply fully with our occupational health and safety practices and always place health and safety as the primary consideration in decision-making.
_ **Manage Risk** – Measure and seek ways to mitigate and manage risk in our business.
_ **Environmental Management** – Conduct our business to protect and enhance the environmental impacts and continually strive to improve our environmental management practices.
_ **Asset Management** – Ensure company assets are used effectively, maintained regularly and operated in the best interest of stakeholders.
_ **Information Management** – Retain and protect the intellectual property of Africhill and others and protect the confidential information of our employees, stakeholders and clients both during and after engagement.
_ **Community Support –** Support the communities in which we operate through sponsorship and alliance programs that help create healthy, vibrant and cohesive communities.
_ **Customers** – Honour our contractual obligations with our co-venturers and customers and base our relationships on trust and mutual advantage.
_ **Employee relations** – Actively maintain open and honest communications with all employees.
_ **Staff development –** Recognise, reward and develop proactive employees who underpin and sustain our business success by providing equal access to employment, promotion and development opportunities.
_ **Alliances** – Ensure that consultants, subcontractors and suppliers are aware of Africhill approach and our Code of Ethics when working for, with or on behalf of our business.



Jaco Schultz
Managing Director