

Code of Conduct



Hutchies is committed to conducting business in a manner that is fair and non-adversarial, and ethical. This extends to all clients, workers, subcontractors and suppliers who represent our organisation and make up our supply chain.

We demonstrate this through:

- Complying with all relevant and / or applicable local, national and relevant international laws, regulations, Australian and / or international standards and prohibited business practices
- Not engaging in illegal or unlawful activities including participating in practices that may create unfair advantage or influence
- Ensuring any labour provided by workers is by choice — not involuntary or under coercion
- Engaging workers of a legal working age under clear, lawful and fair contracts
- Not tolerating discrimination based on gender, age, disability, race, religion, marital status, sexual orientation, union membership, employer association or political affiliation
- Maintaining work environments that are safe, hygienic and compliant with relevant health & safety requirements
- Facilitating training to uphold health and safety, licencing, compliance and best practice techniques
- Complying with relevant laws, awards and agreements for employment conditions such as working rights, hours, wages and benefits (including but not limited to gender equity, superannuation, leave entitlements, public holidays, insurance etc)
- Making payments on time and accompanied with a receipt that shows clear information relating to the transaction
- Taking reasonable steps to make conscious decisions that supports social and economic outcomes
- Minimising waste and potential impacts to the environment
- Providing support referral pathways for worker assistance via EAPs and other support services
- Exploring opportunities and stakeholder engagement to maintain continuous improvement
- Maintaining and monitoring compliance with this policy and any relevant laws or regulations

Hutchies recognises its responsibility to practice and promote behaviours that support activities which contribute to decent and transparent business conduct.

Russell Fryer

Managing Director
J Hutchinson Pty Ltd

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hutchies.com.au/help