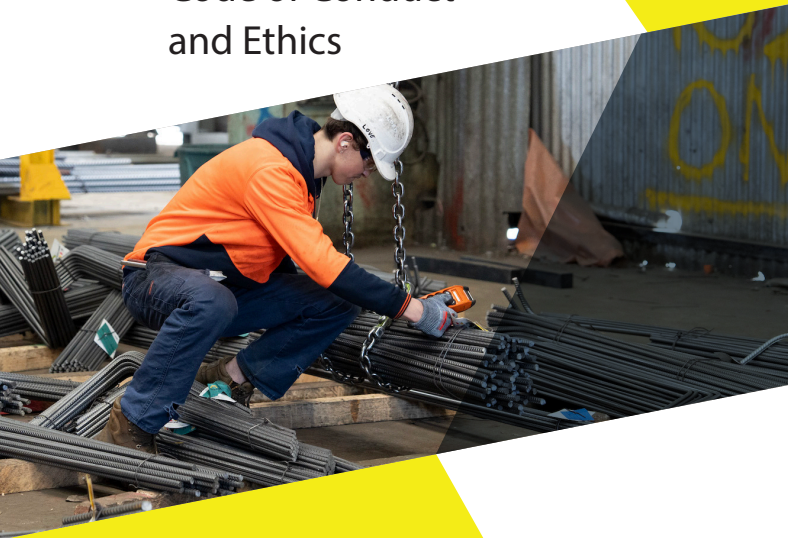




Bianco Reinforcing

Code of Conduct and Ethics



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Welcome

Bianco Reinforcing, established 1999 in Adelaide, Australia, has continuously dedicated itself to upholding the highest standards of professionalism and ethical practices within the steel reinforcing industry.

“ Our commitment to integrity, quality, and community responsibility is at the core of all our business operations. ”



As members of the Bianco team, it is our collective responsibility to maintain these standards in every aspect of our work and personal conduct. This commitment helps safeguard our reputation and ensures the long-term success of our company.

This booklet outlines the principles we follow to foster a workplace that values ethical conduct and professionalism. I encourage every member of our team to embrace these values and apply them in all their professional endeavors.

Page Of Contents

01. About Us	04
02. Our Mission	05
03. Our Values	06
04. Customer	07
05. Loyalty	08
06. Team Work	09
07. Statement of Philosophy	09
08. Respect and Professionalism	10
09. Health, Safety and Environment	11/12
10. Compliance with Laws and Regulations	13
11. Improvement	14
12. Equal Opportunity	15
13. Whistleblowing	16/17

About Us

The Company

Building Strong Foundations for the Future

Welcome to Bianco Reinforcing!

We're a trusted supplier of high-quality reinforcing steel, mesh, and accessories. Supporting construction projects across South Australia and selected areas of Victoria.

Our focus is on delivering reliable products and exceptional services to ensure strong, durable foundations for all types of builds. Whether you're managing a large infrastructure project or a small development, we're here to provide tailored solutions that meet your needs. At Bianco, we believe in building partnerships just as strong as the structures we help create.





Employee Handbook

Our Mission



By Maintaining a strong focus on customer service, quality assurance, and continuous improvement, we aim to build lasting partnerships and contribute to the construction of stronger and safer communities.

At Bianco Reinforcing, our mission is to provide high-quality, tailored steel reinforcing solutions for the building, civil and construction industries.

We are committed to safety, sustainability and innovation by striving to reduce environmental impact and ensure ethical practices throughout our operations and supply chain.

Our Values

- Customer Focused
- Team
- Quality
- Improvement
- Integrity
- Safety
- Loyalty
- Respect
- Compliance
- Commitment
- Transparency
- Environmental Care

Building Strength Through Integrity, Teamwork, and Commitment.

At Bianco Reinforcing, our core values are the foundation of everything we do. We are committed to **integrity**, ensuring **transparency** and honesty in all our business dealings, both internally and with our clients.

Quality and **customer service** is at the heart of our operations, as we strive to deliver the highest standards in steel reinforcement products and services. We prioritise **safety**, creating a secure working environment for our employees and partners.

Additionally, we value **innovation**, continuously seeking ways to **improve** our processes and solutions. **Community** is equally important, with a strong focus on fostering collaboration and mutual **respect** within our workplace. We also recognise our role in the broader community, striving to make a positive impact through **responsible** business practices and local engagement.

Customer Focused

At Bianco Reinforcing, a customer-focused approach is central to everything we do. We are dedicated to understanding and meeting the needs of our clients by providing top-quality products and exceptional service. This commitment means going above and beyond — whether it's delivering on time or bending that extra bar — to ensure projects run smoothly.

By prioritising efficiency, reliability, and responsiveness, we strive to create positive outcomes and build lasting relationships with those we serve.

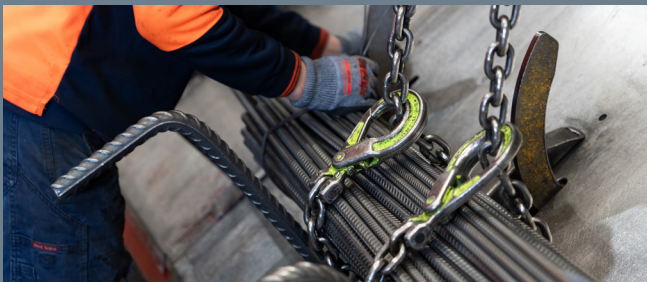


Loyalty

Employees and Customers

At Bianco Reinforcing, loyalty is a cornerstone of our values. We believe in building strong, lasting relationships with our clients, employees, and partners.

Loyalty means standing by our commitments, supporting our team, and consistently delivering quality and reliability. We foster a culture of trust and mutual respect, where loyalty is earned through dedication, integrity, and the shared goal of long-term success. Whether with our customers or within our own team, we know that loyalty is key to creating a stable and thriving future for everyone involved.



Loyalty is not just a value at Bianco Reinforcing; it's the bond that strengthens our partnerships and drives our continued success.



Team Work

From machine operators to estimators, schedulers, and management, each member plays a vital role in delivering successful outcomes.

Our collaborative approach ensures that every part of the process is aligned, from precise planning and scheduling to efficient production on the floor. By working together, we create a streamlined operation where everyone's expertise contributes to the quality and reliability we are known for. This unified effort enables us to consistently meet project deadlines and exceed expectations.



Statement Of Philosophy

At Bianco Reinforcing, our philosophy is rooted in **delivering excellence through dedication and teamwork.**

We believe that success is achieved by maintaining the highest standards of quality and innovation across all aspects of our business. Through strong collaboration, a skilled workforce, and a relentless focus on improvement, we ensure that every project reflects our commitment to reliability and precision. By fostering trusted relationships and embracing new challenges, we build not only superior structures but also lasting partnerships.

Respect and Professionalism

We are committed to fostering a positive and inclusive workplace where every individual is valued. Whether dealing with customers, suppliers, or colleagues, maintaining professional conduct is essential to ensuring long-term relationships and successful project outcomes.

Respect means acknowledging the diverse skills and contributions of every team member. We are committed to open communication and creating a work environment where everyone can thrive. Professionalism, meanwhile, is reflected in how we carry out our work—delivering high-quality results while adhering to ethical standards and safety protocols.



01. Commitment to Respect

Respect goes beyond just words; it is about fostering a culture where every team member feels valued and heard. We are committed to creating an environment where diversity is celebrated, and collaboration thrives. This respect is demonstrated through:

- Open communication channels that allow for feedback and ideas.
- Promoting diversity and inclusion across all levels of the organisation.
- Encouraging a team-oriented mindset that celebrates individual and collective successes.

02. Professionalism in Action

Professionalism at Bianco Reinforcing is not just about delivering quality work but also how we conduct ourselves in every aspect of our operations. This includes maintaining:

- Punctuality and meeting deadlines consistently.
- Adherence to safety standards, with a commitment to the well-being of our employees and stakeholders.
- Upholding high ethical standards, from sourcing materials responsibly to ensuring fair business practices.



Health, Safety and Environment

Building a Safer, Healthier, and Greener Future Together

At Bianco Reinforcing, we prioritize health, safety, and environmental responsibility in every aspect of our business. Ensuring a safe working environment, promoting employee well-being, and minimising our environmental impact are integral to how we operate.

Our commitment to health, safety, and sustainability ensures that we protect not only our team but also the communities and environments in which we operate. This dedication reflects our core value of integrity and underlines our approach to ethical and

01. Health and Well-being

The health of our employees is paramount at Bianco Reinforcing. We maintain a strict safety protocol in our facilities and continuously monitor and improve our health standards. Key elements include:

- Access to wellness programs and mental health support when suitable - through the employee assistance program 'Proactive'.
- Regular industrial monitoring and hygiene testing.
- Implementation of ergonomic solutions to reduce workplace strain.

Health, Safety and Environment

Building a Safer, Healthier, and Greener Future Together

By fostering a culture of health and well-being, we ensure that our employees can perform at their best while maintaining a balanced lifestyle.

02. Safety Commitment

Safety is at the core of our operations, and we adhere to industry-leading safety standards. Our safety protocols include:

- The use of state-of-the-art protective equipment.
- Ongoing safety training and hazard identification programs.
- A comprehensive risk management system to mitigate workplace hazards.

Our goal is zero workplace incidents, and we achieve this through fostering a safety culture and encouraging a proactive approach to identifying risks and improving safety practices through observation and audit based processes.

Health, Safety and Environment

Building a Safer, Healthier, and Greener Future Together

03. Environmental Responsibility

Bianco Reinforcing is committed to reducing our environmental footprint by:

- Utilising sustainable materials and responsible sourcing.
- Implementing waste reduction initiatives in our production processes.
- Actively seeking ways to lower energy consumption and reduce emissions.

We strive to make our operations as eco-friendly as possible, aligning with both local and global sustainability goals.

Compliance with Laws and Regulations



We are dedicated to meeting all legal requirements to ensure our operations are safe, ethical, and compliant. By staying vigilant and continually improving, we protect our business, clients, employees, and community.

- Occupational Health and Safety

We strictly comply with the Occupational Health and Safety (OHS) regulations to ensure that all of our employees work in safe environments. Our safety protocols include regular training, equipment maintenance, and adherence to best practices to minimise risks.

- Environmental Regulations

We are committed to reducing our environmental impact by complying with national environmental protection laws. This includes proper waste disposal, efficient use of resources, and minimising emissions, ensuring that our operations are environmentally responsible.



Compliance: A Shared Responsibility

Compliance is not just a task for leadership—it's a collective responsibility. Every member of the Bianco Reinforcing team plays a role in ensuring that we meet high ethical standards in all business operations.



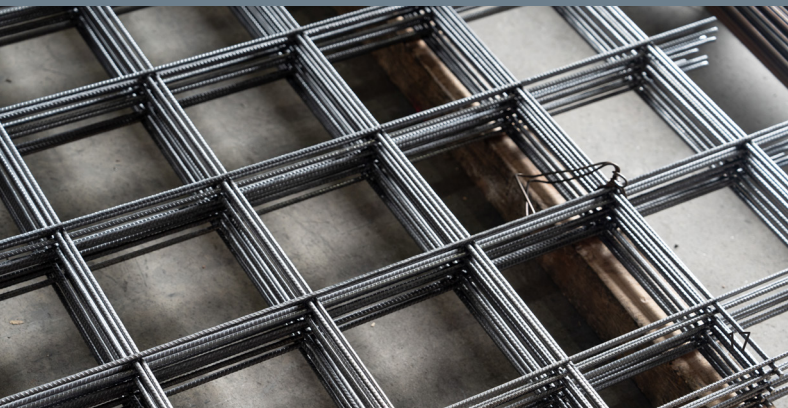
Improvement

Improvement is not just a goal; it's a continuous journey that fuels our growth and strengthens our position in the industry.



Improvement means never settling for the status quo. We actively seek ways to innovate in every area, from enhancing safety protocols and environmental practices to investing in employee development. Whether it's adopting new technologies, refining workflows, or providing training opportunities, our focus remains on moving forward.

We encourage our team members to contribute ideas for improvement, fostering a culture of collaboration and growth. This commitment ensures that we remain at the forefront of our industry and continue delivering top-quality results for our clients.



Equal Opportunity

Commitment to Equal Opportunity

Equal opportunity means ensuring that all employees, regardless of background, have access to the same resources and opportunities for advancement. Our commitment to fairness extends to every aspect of our operations, from hiring practices and career development to everyday interactions in the workplace. We celebrate diversity and are dedicated to removing barriers that may limit any employee's potential.

At Bianco Reinforcing, we ensure that every voice is heard and valued. We invest in our team by providing ongoing training, mentorship, and development opportunities, allowing each employee to thrive in their role and grow within the company.



Equal opportunity is not just about compliance; it's about creating a workplace where everyone can succeed. Through our commitment to fairness, we build stronger teams and drive innovation at every level of our operations.



Whistleblowing

We are committed to maintaining a workplace where integrity, respect, and ethical conduct are upheld at all times. As part of this commitment, we encourage all employees to speak up if they witness or suspect any misconduct, unethical behavior, or violations of company policies or laws.

What Constitutes Misconduct?

Misconduct can include, but is not limited to:

- Violations of the Code of Conduct or company policies
- Unethical business practices or fraud
- Discrimination, harassment, or bullying
- Safety violations or hazardous working conditions
- Theft, bribery, or conflicts of interest
- Environmental breaches or non-compliance with regulations

How to Report Misconduct

If you witness or suspect misconduct, there are several ways you can report it:

- Immediate Supervisor: Speak directly with your immediate supervisor or manager about the issue.
- HR Department: If the situation involves your supervisor or you feel uncomfortable, you may reach out to the HR department.
- Anonymous Reporting: You can report any misconduct anonymously through our website by using our secure and confidential online form.

Whistleblowing

Confidentiality and Protection

We take all reports seriously and will handle them with strict confidentiality. Retaliation or victimisation against any employee who reports concerns in good faith will not be tolerated. Any form of reprisal for reporting misconduct may itself be considered a violation of company policy.

Investigation Process

Once a report is received, it will be promptly reviewed and investigated by the appropriate department. You may be contacted for additional information during the investigation, but every effort will be made to protect your identity. Upon conclusion, appropriate actions will be taken based on the findings.

Commitment to a Safe and Ethical Workplace

At Bianco Reinforcing, maintaining a safe, ethical, and lawful work environment is a shared responsibility. By reporting misconduct, you contribute to our company's values of integrity, fairness, and accountability, ensuring that we uphold the highest standards in everything we do.





Code of Conduct and Ethics: Key Takeaways

- **Integrity and Honesty:** Always act with honesty and transparency in all business dealings.
- **Respect and Fairness:** Treat everyone—colleagues, clients, and stakeholders—with respect and fairness, promoting a positive and inclusive work environment.
- **Compliance with Laws:** Ensure full compliance with all relevant laws, regulations, and company policies.
- **Confidentiality:** Protect sensitive company and client information at all times.
- **Safety First:** Follow all workplace safety procedures to ensure the well-being of yourself and others.
- **Environmental Responsibility:** Take measures to reduce waste, conserve resources, and support environmentally friendly practices.
- **Accountability:** Own your actions and take responsibility for upholding the highest ethical standards.

For more details, refer to the full handbook or contact your manager or the Occupational Health and Safety Coordinator.

Additional Resources and Contact Information

If you have questions or concerns regarding the Code of Conduct and Ethics, or if you need to report a violation, please use the following resources:

Operations Manager: For any queries related to employee conduct or workplace policies.

Phone: (08) 8260 1111

Email: hannahg@biancoreo.com.au

Anonymous Reporting: You can also report misconduct or ethical violations anonymously through our secure reporting system.

Visit: www.biancoreinforcing.com.au

Remember, we are all responsible for maintaining a safe, respectful, and ethical work environment.



If you would like further details or clarification on any of Bianco Reinforcing's safety procedures, please feel free to contact our Occupational Health and Safety Coordinator. We are committed to ensuring a safe and secure workplace and are always here to provide guidance and support.

Ph: (08) 8360 1111