

Integrity Policy

Our Commitment

We are committed to ensuring that the decisions and actions taken by our employees and contractors reflect the highest standards of integrity as outlined in our Code of Conduct.

To create and preserve his environment, we provide a reporting framework, which is regularly reviewed, in which employees, contractors, and members of the public are able to report instances or actual or suspected unethical or unlawful conduct, without fear of retribution or reprisals, to the extent permitted by the law.

We are committed to acting on all matters raised, with integrity and fairness.

Unethical or Unlawful Conduct

Unethical or unlawful conduct is defined as any behaviour, activity or practice which is deemed to constitute a breach of our Code of Conduct, or the laws that govern the countries in which we operate.

Raising a Concern

It is expected that our employee, contractor, or member of the public will be able to raise most concerns or queries regarding unethical or unlawful conduct directly with a company representative, as outlined in the Code of Conduct.

If they believe it is not appropriate to discuss the issue with a company representative, or feel that the concern raised has not been adequately addressed, or wish to remain anonymous, they may report the issue to the Monadelphous Integrity Hotline.

Monadelphous Integrity Hotline

The Monadelphous Integrity Hotline is an external independent service provided by PricewaterhouseCoopers (PWC). Reports to the Hotline can be made by:

Whispli Confidential Report Submission: <https://app.whispli.com/monadelphousgroupreportingform>

Phone – (Australia toll free): 1800 931 352

Phone – (International): 0011 61 2 8266 1418

Email: professional.standards@au.pwc.com

Post: Professional Standards Manager, GPO Box D198, Perth WA 6840

Issues raised with mischievous or malicious intent are considered to be a breach of our Code of Conduct.

All information provided will be treated seriously and dealt with in a sensitive and confidential manner. The PWC team are experienced in dealing with unethical and unlawful matters and can be contacted 24 hours a day, seven days a week. PWC will prepare a report detailing the information they have received, which will be forwarded to a member of our Integrity Committee for review and action.



Rob Velletri
Managing Director