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| Ethics Policy |
| Issue 1.1 |

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| Angela Mollan  4/1/2017 |

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| **Policy Title** | |
| **Ethics Policy** | |
| Version Number | 1.2 |
| Policy Implementation Date | 01 AUG 2021 |
| Peregrinate Policy Manager | Angela Mollan, Chris Mollan |
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| Approving Signature | Angela Mollan |
| Policy Review Date | 01 JUL 2024 |

Ethics Policy

Peregrinate Ltd purpose for this Ethics Policy is to establish a culture of openness, trust and integrity in business practices. Effective ethics is a team effort involving the participation and support of every Peregrinate Ltd. employee. All employees should familiarise themselves with the ethics guidelines that follow this introduction.  
  
Peregrinate Ltd. is committed to protecting employees, partners, vendors, learners and the company from illegal or damaging actions by individuals, either knowingly or unknowingly.   
  
Peregrinate Ltd. will not tolerate any wrong-doing or impropriety at any time. Peregrinate Ltd. will take the appropriate measures and act quickly in correcting the issue if the ethical code is broken or found to have been violated by an employee and may be subject to disciplinary action, up to and including termination of employment.

Peregrinate Ltd. purpose for authoring a publication on ethics is to emphasise the employee’s and consumer’s expectation to be treated to fair business practices. This policy will serve to guide business behaviour to ensure ethical conduct.

This policy applies to employees, associates, contractors, consultants, temporaries, and other workers at Peregrinate Ltd. and includes all personnel affiliated with third parties.

The Management of Peregrinate Ltd shall have an open door policy and welcome suggestions and concerns from employees. This will allow employees to feel comfortable discussing any issues and will alert management to concerns within the work force.

Peregrinate Ltd. employees will treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practices.

Every employee needs to apply effort and intelligence in maintaining ethics value.

Employees will help Peregrinate Ltd. to increase customer and vendor satisfaction by providing quality products and timely response to enquiries.

Peregrinate Ltd. will promote a trustworthy and honest atmosphere to reinforce the vision of ethics within the company.

Peregrinate Ltd. will reinforce the importance of the integrity message and the tone will start at the top. Every employee, manager and director is expected to consistently maintain an ethical stance and support ethical behaviour.

Employees at Peregrinate Ltd. should encourage open dialogue, get honest feedback and treat everyone fairly, with honesty and objectivity.

Peregrinate Ltd. will avoid the intent and appearance of unethical or compromising practice in relationships, actions and communications.

Peregrinate Ltd. will not tolerate harassment or discrimination.

Unauthorised use of company trade secrets and marketing, operational, personnel, financial, source code & technical information integral to the success of our company will not be tolerated.