

POLICY DOCUMENT

Code of Conduct Policy

Our Code of Conduct sets out the ethical standards, behaviours and responsibilities that guide every RCI employee, contractor and partner as we deliver projects across humanitarian, construction, infrastructure and logistics sectors.

Integrity and Honesty

We act with honesty and integrity in every interaction. We are truthful in our communications, transparent in our reporting and accountable for our decisions and their consequences.

Respect in the Workplace

We treat colleagues, clients, partners and communities with dignity and respect. Discrimination, harassment, bullying and any form of violence or intimidation are not tolerated.

Health, Safety and Wellbeing

The safety and wellbeing of our people, subcontractors and the communities affected by our work is paramount. Everyone at RCI has both the right and the responsibility to stop unsafe work.

Conflicts of Interest

Employees must avoid situations where personal interests could conflict, or appear to conflict, with the interests of RCI. Actual or potential conflicts must be disclosed promptly.

Protecting Company Assets and Information

We use company assets responsibly, protect confidential information, and respect the intellectual property of RCI, our clients and our partners.

Speaking Up

We encourage everyone to raise concerns about any behaviour that may breach this Code. Reports made in good faith are protected from retaliation.