

DFP Recruitment Services is an organisation committed to providing recruitment services of the highest quality. To do this we recognise the need to operate in a highly ethical framework with a commitment to both corporate and individual responsibility and accountability. We are conscious in every commercial transaction to uphold the highest business principles in line with our legal obligations, our relationship with our communities and stakeholders and our commitment to human rights, health, safety and the environment.

The company's Mission and Objectives identifies guidelines by which we operate. Included in these objectives and guidelines are statements such as:

- Citizenship- With ethical business practices and a co-operative spirit we aim to impact our team and community by making a positive difference to other peoples' lives and the environment
- The company and its people will demonstrate the highest possible ethics through unquestionable honesty, trust and loyalty.
- The company and its people will operate with 'high performance' principles by demonstrating urgency, accepting responsibility, being flexible and striving for continuous improvement.

These statements are supported by the Executive Team and embedded throughout the whole company. The Mission and Objectives are visible throughout all of our offices and is referred to throughout our operating documents and procedures to guide our practices.

Code of Ethics

DFP is a corporate member of the Recruitment Consulting Services Association (RCSA). We are committed to a code of professional practice that represents the best interests of our clients, serves our candidates in good faith and has a responsibility to our industry and our community.

Members subscribe to, and have agreed in writing to, observe a code of professional practice in the conduct of their business. A copy of the RCSA Code for Professional Conduct can be found on their website www.rcsa.com.au.

The Code "articulates the standard of professional conduct required of members and calls upon members to develop its values of personal professionalism and to embed them in the conduct of their workforce services dealings, by measures appropriate to their size and circumstances, so as to assure the operational integrity of their organisations."

The Code outlines the expected conduct for personal professionalism and operational integrity, including, but not limited to:

- Conduct business in a way that avoids causing or contributing to exploitation
- Meet the requirements of the regulatory environment in which they operate
- Establish and maintain a credible grievance handling mechanism

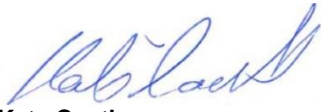
The Code directs members that they are accountable for meeting its directions.

All of our Consultants involved in servicing client accounts observe the RCSA Code for Professional Conduct.

This policy should be read in conjunction with:

Anti Discrimination, Anti-Harassment, Equal Opportunity and Bullying Policy
Corporate Social Responsibility Policy

Gifts and Benefits & Anti-Bribery and Corruption Policy
Modern Slavery Statement
Whistleblower Policy



Kate Coath
Chief Executive Officer
DFP Recruitment Services
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