

Integrity Management Policy

The GHD Foundation¹ commits to ethical business behaviour in regard to both the internal conduct of our business and our engagement with external stakeholders and the public.

We will only participate in charitable works in accordance with the GHD Foundations charitable purpose under high standards of corporate ethics and with complete integrity.

We will act in the interests of the community while undertaking our services with professional integrity. We will not conspire with any party to defraud anyone or act in an improper manner in our operations. An approach of 'zero tolerance' applies towards any unethical business practices.

We foster an open environment in which suspected bribery, fraudulent or other improper practice can be reported without fear of reprisal. All reported incidents will be treated in confidence and investigated promptly independently with appropriate follow-up.

We will cooperate fully with external agencies investigating corrupt practices within any legal parameters.

Rob Knott
Chair

Joanne Metcalfe
Managing Director

December 2022

¹ GHD Foundation" is a reference to the three separate registered charitable companies which together constitute the GHD Foundation and are registered as follows : United States (EIN 86-1440814); Australia (ABN [12 645 424 862](#)); and Canada (Registration No. [796286144 RR 0001](#))