



# KNX National Group Australia Code of Conduct

The Code of Conduct is central to the way the KNX National Group Australia protects and develops its reputation for honesty and integrity of its members.

The Code goes beyond compliance with the laws and regulations that dictate how members run their individual businesses. It demonstrates the commitment of each member to acting ethically and with integrity in every situation while at the same time respecting people's rights as individuals.

All members and guests of KNX Australia National Group meetings shall acknowledge the Code of Conduct and agree to abide by the Code by signing a copy of the Code.

- The KNX National Group Australia and all of its members believe in a competitive, free enterprise system that forms the basis of a free market economy that is protected and promoted by competition law.
- Members agree to compete openly and independently in the market.
- No agreements, formal or otherwise, shall be made between members to fix or set prices or allocate products, markets, territories, customers or projects.
- At KNX National Group Meetings members agree not to obtain or share current or future information about price, profit margins or costs, market share, distribution practices, terms of sale, specific customers, vendors or specific projects.
- Any agreements made by or on behalf of the KNX National Group Australia shall not unfairly advantage individual members of the Group over other companies whether they are members of the National Group or not.
- The KNX National Group Australia recognises the diversity of cultures in Australian society and welcomes all associates regardless of gender, nationality, age or physical ability, or any other aspect of diversity.
- All members accept that all forms of harassment – be it face to face, written, electronic or verbal are considered unacceptable behaviour and will not be tolerated.
- The KNX National Group Australia supports the highest standards of health and safety practices in industry.
- The KNX National Group Australia supports environmental responsibility and sustainability by all members in all aspects of their business.

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*Signed*

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*Print Name*