



STATEMENT OF BUSINESS ETHICS

The Springfield Anglican College (**College**) is committed to conducting its operations in a safe, sustainable and equitable manner, consistent with all relevant laws, regulations, codes and standards.

This statement sets out ethical principles which we abide by in all of our dealings. This includes internal dealings with staff, students and parents as well as external interactions with contactors, suppliers, other schools, the environment and our local community. The College expects the same high standards from all of its contractors and suppliers.

These principles are reflected in our procurement and engagement processes. We value and are committed to fostering strong, long term and collaborative relationships with all parties that we deal with.

People, inclusion, health and safety

We support labour practices that promote the development of fair, safe, supportive and inclusive workplaces. We support the protection of human rights and are committed to the active identification and management of human rights issues.

We support diverse and inclusive workplaces, free from bullying, harassment or any discrimination on the basis of gender identity, age, religion, disability, ethnicity, cultural affiliation or sexual orientation.

The College recognises that everyone is entitled to fair and appropriate pay, benefits and working conditions. We will never engage in any form of child, forced or involuntary labour and we reject all forms of modern slavery.

We are committed to keeping our staff, students and visitors safe and complying with all relevant health and safety laws.

Environmental sustainability

We are dedicated to acting responsibly to minimise and manage any adverse environmental impacts associated with the operation of the College. We acknowledge the critical importance of environmental sustainability to our people and community. We embrace the concept of the circular economy.



Reconciliation and community

We are committed to fostering reconciliation and collaborative relationships with our community by respecting local interests, cultures and beliefs. The College recognises the Aboriginal and Torres Strait Islander Peoples' unique place in Australia's culture and history.

Confidentiality and privacy

We understand the importance of maintaining the confidentiality and privacy of the information that we gather. We comply with *The Privacy Act 1988* (Cth) and the Australian Privacy Principles in the way we manage personal information. Our privacy policy is published on our website and sets out how we collect, use, disclose and manage personal information.

Anti-fraud, corruption and bribery

We are opposed to all forms of fraud, corruption and any other type of unethical behaviour, including bribery, extortion and corruption.

We will never give or receive any gift, bribe or other form of inducement, directly or indirectly, in order to facilitate any improper or illegal preferred treatment or in breach of any applicable laws or internal policies or procedures.

Conflicts of interest

The College recognises the importance of ensuring that its operations are conducted objectively without any conflicts of interest.

We have robust processes in place to ensure that we avoid or appropriately manage any potential, perceived or actual conflicts of interest.

Proactive risk management

We proactively manage and mitigate risks within a robust risk management framework.

We have a whistle-blower policy in place to protect people who raise concerns in good faith.

Document Approval and Version Control			
Version:	<i>1.0</i>	Approved by:	<i>Principal</i>
Last amended	<i>November 2022</i>	Date Approved:	<i>November 2022</i>
Contact Officer:	<i>Risk and Compliance Manager</i>	Next Review Due:	<i>November 2025</i>