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## 5.29 Statement of Business Ethics

<b>Policy Owner</b>	<b>Administration</b>
<b>Person Responsible</b>	<b>Chief Executive Officer</b>
<b>Date of Adoption</b>	<b>23 August 2023 - Resolution 090823</b>
<b>Date of Last Review</b>	<b>23 August 2023 - Resolution 090823</b>
<b>Date Next Due for Review</b>	<b>3 years / or earlier if required</b>

### OVERVIEW

This Statement of Business Ethics provides guidance for all sectors of the community when conducting business with the Shire of Wongan-Ballidu (Shire). It outlines the Shire's ethical standards and our expectation that goods and service providers will comply with these standards in all their dealings with the Shire. This Statement also outlines what goods and service providers can expect of the Shire.

### OUR KEY BUSINESS PRINCIPLES



## PROFESSIONALISM

- We get things done in a timely and thorough manner
- We maintain a positive attitude and demeanour
- We are flexible and cooperative
- We are organised and punctual
- We listen diligently
- We respect the privacy and boundaries of others
- We communicate and share information effectively, openly and thoroughly

## RESOURCEFULNESS

- We contribute actively to new ideas and ways of doing things
- We constantly look for ways to do things more effectively
- We have a mindset that encourages us to find a way through our problems
- We plan carefully and avoid waste
- Asking for help is not a weakness but a sign of a resourceful individual
- We are not afraid to operate outside our comfort zone to discover the best for ourselves and our organisation
- We are fluid and flexible in our working arrangements, bringing the best teams together to get the job done

## INTEGRITY

- We serve with honesty, pride and loyalty
- We engender trust in our colleagues and those we serve
- We are responsible for our own actions and accountable for our mistakes
- We practice and encourage open and honest communication
- We lead by example and live our values
- We respect other's opinions, even if we don't agree with them

## DIVERSITY

- We value diversity in our community, our team, our ideas, experience and skills
- We are agile in the face of change
- We recognise that every team member contributes to our success
- We are forward thinkers

## EMPOWERMENT

- We empower others by being respectful and non-judgmental
- We value each other's skills and abilities
- We focus on individual strengths and abilities
- We support and encourage involvement in decision making
- We provide objective feedback in a supportive, non-critical way

## What you can expect from the Shire

The Shire will ensure that all its policies, procedures and practices relating to tendering, contracting and the purchase of goods and services are consistent with industry leading practice and the highest standards of ethical conduct.

Our employees are bound by the Shire's Code of Conduct. When doing business with the private sector, Shire employees are accountable for their actions and are expected to:

- Use public resources effectively and efficiently.
- Deal with all individuals and organisations in a fair, honest and ethical manner.
- Avoid any conflicts of interests (actual perceived or potential).
- Never seek gifts or other personal benefits.

In addition, all Shire procurement activities are guided by the following core business principles:

- All suppliers (whether invited to make a submission through tender or through direct quotation process) will be treated with impartiality and fairness and given equal access to information to assist with quotations, tendering or supply.
- All procurement activities and decisions will be fully and clearly documented by the Shire to provide an efficient audit trail and to allow for an effective performance review of contracts.
- All contracts that involve services to the public will be undertaken in a manner consistent with the Shire's Disability Access and Inclusions Plan (DAIP) 2020-2025.
- Energy-efficient equipment, products containing recycled materials and environmentally friendly products will be purchased wherever reasonably possible taking into account best value for money considerations.
- Tenders will not be called unless the Shire has a firm commitment to proceed to contract although the Council reserves the right not to proceed with any tender or quotation so advertised.
- The Shire will not disclose confidential or proprietary information.

## What we ask of you

The Shire requires all private sector providers of goods and services to observe the following principles when doing business with the Shire:

- Comply with all laws applicable in Western Australia.
- Gain an understanding of the Shire's policies, guidelines and procedures relating to purchasing, including an understanding of this Statement (all available on the Shire's website).
- Provide accurate and reliable advice and information when invited or required.
- Declare actual, perceived or potential conflicts of interests as soon as you or your employees become aware of the conflict.
- Act ethically, fairly and honestly in all your dealings with the Shire.
- Take all reasonable measures to prevent the disclosure of confidential Shire information.
- Do not engage in any form of collusive practice, including offering Shire employees or Elected Members inducements or incentives designed to improperly influence the conduct of their duties.
- Do not discuss Shire business or information in the media.
- Assist the Shire to prevent unethical practices in business relationships by reporting such practices.

## Why is compliance important?

By complying with the Shire's Statement of Business Ethics, you will be able to advance your business objectives and interests in a fair and ethical manner. As all Shire suppliers of goods and services are required to comply with this Statement, compliance will not disadvantage you in any way.

You should also be aware of the consequences of not complying with the Shire's ethical requirements when doing business with the Shire. Improper or unethical conduct could lead to termination of contracts or loss of future work with the Shire. Overall any business reputation can also be detrimentally affected if corrupt and criminal behaviour is made public.

Complying with the Shire's business principles will also prepare your business for dealing with the ethical requirements of other local governments and public-sector agencies should you choose to do business with them.

## Guidance Notes

### Incentives, gifts and benefits

The Shire's employees and Elected Members do not expect to receive, or be the recipients of gifts, benefits or incentives as a result of our business relationship with goods or service providers. Goods and service providers are requested to refrain from offering such incentives, gifts or benefits to employees or Elected Members. The Shire's Code of Conduct provides for the type of incentives, gifts and benefits that can be received by Elected Members and employees. If wanting to give a gift, please check with the proposed recipient as to whether a gift can be accepted, or alternatively view the Shire's Code of Conduct.

### Conflicts of Interest

All Shire Employees and Elected Members are required to disclose any actual, or perceived potential conflicts of interest. The Shire extends this requirement to all Shire business partners, contractors and suppliers.

### Confidentiality

All Shire information must be treated as confidential unless otherwise indicated. The Shire will maintain appropriate confidentiality and not disclose propriety information unless legally obligated to do so.

### Safety

The Shire of Wongan-Ballidu strives for continuous improvement while creating a strong safety and health culture within all aspects of Shire activities. This commitment to safety is the Shire's highest priority and will not be compromised. All employees, including volunteers and contractors, are required to take all reasonable care to ensure their own safety and that of others in the workplace.

### Communications Between Parties

All communications should be clear, direct and accountable to minimise the risk of perception of inappropriate influence being brought to bear on the business relationship. Canvassing of Elected Members during a tender process will disqualify bids from further consideration and contact with Elected Members during work for the Shire is prohibited unless expressly authorised by the Shire.

### Use of Shire Equipment, Resources and Information.

All Shire equipment, resources and information should only be used for its proper official purpose.

### Contracting Employees

All contracted and sub-contracted employees are expected to comply with this Statement. If you employ sub- contractors in your work for the Shire, you must make them aware of this Statement. All contractors and sub- contractors will be required to undertake an annual induction process prior to commencing business with the Shire.

### Secondary Employment

Employees are not permitted to engage in private work with any person that has an interest in a proposed or current contract with the Shire.

### Intellectual Property Rights

In business relationships with the Shire, parties respect each other's intellectual property rights and will formally negotiate any access, license or use of intellectual property.

### Who to Contact?

If you have any questions regarding this Statement or to provide information about suspected corrupt conduct, please contact the Shire via the details below.

#### Chief Executive Officer

Shire of Wongan-Ballidu  
Cnr Quinlan Street & Elphin Crescent (PO  
Box 84) WONGAN HILLS WA 6603

Phone: (08) 9671 2500  
Fax: (08) 9671 2509  
Email: [shire@wongan.wa.gov.au](mailto:shire@wongan.wa.gov.au)  
Website: [www.wongan.wa.gov.au](http://www.wongan.wa.gov.au)

Persons reporting corrupt behaviour or misconduct are protected by the *Corruption and Crime Commission Act 2003* and other 'Whistle-blower' protection laws such as the *Public Interest Disclosure Act 2003*. These laws protect persons disclosing corruption related matters from reprisal or detrimental action and ensure disclosures are properly investigated and dealt with.

### REVIEW

Reviews of this policy are to be undertaken every 3 years or earlier if required.

### RESPONSIBILITY FOR IMPLEMENTATION

The Chief Executive Officer is responsible for implementing this policy.