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## Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd

### **CHILD SAFE CODE OF CONDUCT**

Caring for young people brings additional responsibilities for Responsible Persons, employees and volunteers hereinafter referred to as “our people”, of Eighty9 Limited and its wholly owned subsidiaries Status Works Pty Ltd and Allied Services Worldwide Pty Ltd, collectively and hereinafter referred to as “the Organisation”. The following code of conduct will provide guidance to our people responsible for delivering training and employment services involving young people under the age of 18. The code serves to protect young people and reduce any opportunities for abuse or harm to occur.

**I will:**

- Act in accordance with the Organisation’s Child Safety and Wellbeing policy and procedures at all times.
- Behave respectfully, courteously and ethically towards young people and their families and towards other staff.
- Listen and respond to the views and concerns of young people, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well.
- Promote the human rights, safety and wellbeing of all young people accessing the Organisation’s services.
- Demonstrate appropriate personal and professional boundaries.
- Consider and respect the diverse backgrounds and needs of young people.
- Identify and mitigate risks to children’s safety and wellbeing as required by the Organisation’s Risk Assessment and Management policy or process.
- Respond to any concerns or complaints of child harm or abuse promptly and in line with the Organisation’s policy and procedure for receiving and responding to complaints and issues.
- Report all suspected or disclosed child harm or abuse as required by relevant state legislation and by the Organisation’s policy and procedure on internal and external reporting.

	<ul style="list-style-type: none"> <li>• Treat everyone in accordance with the Organisation's Ethical Behaviour Code of Conduct</li> <li>• Comply with relevant state legislation and the Organisation's policies and procedures on record keeping and information sharing.</li> </ul>
<b>I will not:</b>	<ul style="list-style-type: none"> <li>• Engage in any activity that is likely to physically, sexually or emotionally harm a young person.</li> <li>• Develop any 'special' relationships with young people that could be seen as favouritism such as offering young people in the Organisation services gifts or special treatment.</li> <li>• Be alone with a young person unnecessarily.</li> <li>• Discriminate against any young person because of age, gender, cultural background, religion, vulnerability or sexuality.</li> <li>• Ignore or disregard any suspected or disclosed child harm or abuse.</li> </ul>
<b>If I think this Code of Conduct has been breached by another person in the Organisation I will:</b>	<ul style="list-style-type: none"> <li>• Act to prioritise the best interests of young people.</li> <li>• Take actions promptly to ensure young people are safe.</li> <li>• Promptly report any concerns to my manager, the Organisation's Child Safety Officer, the Chief Executive Officer or another manager or leader in the Organisation.</li> <li>• Follow the Organisation's policies and procedures for receiving and responding to complaints and issues.</li> <li>• Comply with relevant state mandatory reporting laws relevant, and with the Organisation's policy and procedure on internal and external reporting.</li> </ul>

I agree to abide by this Code of Conduct during my employment with the Organisation.

I understand that breaches of this Code of Conduct may lead to disciplinary action or termination of my employment with the Organisation.

Approved by: Gary Hatwell

Signature:



Date: 1/7/2023