



Your success is our business

CODE OF PRACTICE

We know the standard we walk by is the standard we accept

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We know the standard we walk by is the standard we accept! Therefore, we are committed to:

- Complying with Legal and Ethical Standards & Regulations described in the *Code of Practice*
- Holding our employees, business partners and associates responsible for failing to comply with the *Code of Practice*
- Ensuring that all of our customers obtain a copy of the *Code of Practice* prior to commencement of any contractual relationships with us

The *Code of Practice* comprises of 3 sections:

- *Legal Responsibilities and Regulations*
- *Complying with the Industry Standards*
- *Avoiding Conflict of Interest*

1. Legal Responsibilities and Regulations

- As an Australian company, we are bound by the laws of Australia, inclusive of all of the levels of codified and uncodified forms of law. Therefore, no client offers that are in breach of the Australian laws and regulations will be considered!
- Should any illegal activities by our clients, trading partners and associates (e.g. employer underpaying employees) come to our attention – we will be fully committed to highlight inappropriateness of the actions to the respective parties as well as to report the activities to the relevant government bodies if required!
- Where applicable, we will also ensure that we are at no time in breach of the international laws, regulations & industry practices as well as respective laws, regulations & industry practices of countries that are in any way impacted by our commercial activities
- We are always committed to ensuring complete confidentiality of all of our client dealings and where applicable – safe handling of the clients' documents & Intellectual Property Rights

2. Complying with the Industry Standards

- We are fully committed to delivering our services in line with the best practices available within the respective industries in order to deliver optimal services to our clients
- All of our staff members are fully qualified and experienced specialists
- We are proactive in monitoring emerging technology and business practice developments in order to keep improving our services further
- All of our staff members receive ongoing professional development opportunities and are committed to embracing these opportunities

3. Avoiding Conflict of Interest

Baron Consulting is fully committed to ensuring that at all times, we avoid both “**real**” and “**apparent**” *Conflicts of Interest*.

A **real** conflict of interest occurs where there is a conflict between the professional duties/services delivered and own interests of an organization that improperly influences the organization in the performance of its duties.

An **apparent** conflict of interest occurs where it appears that the organizations’ own interest could improperly influence the performance of its duty and/or contractual obligations but this is not in fact the case.

To avoid potential Conflict of Interest, we are always making sure that:

- All of our relevant business and personal relationships are fully disclosed to both our clients & partner organizations
- We do not engage in business/contractual relationships that may lead to either real or potential conflicts of interest
- We are happy to fill and sign Declaration of Personal Interest forms provided by our private and public client& partner organizations on request