



SUBCONTRACTOR
CODE OF CONDUCT
CV SERVICES GROUP

CV



SUBCONTRACTOR CODE OF CONDUCT

At CV Services Group, we are committed to maintaining the highest standards of integrity, ethics and professionalism in all our business dealings. We expect the same level of commitment from our subcontractors. This Subcontractor Code of Conduct outlines the principles and standards that subcontractors must adhere to when working on projects or providing services on behalf of CV.

COMPLIANCE WITH LAWS AND REGULATIONS

Subcontractors must comply with all applicable local, state, federal, and international laws and regulations. This includes but is not limited to labour laws, environmental regulations, health and safety standards, and anti-corruption laws. Subcontractors should also ensure that their employees and subcontractors are aware of and adhere to these laws.

ETHICAL CONDUCT

Subcontractors are expected to conduct themselves with honesty, integrity and fairness in all business activities. This includes being truthful and transparent in their dealings with clients, suppliers, employees and other stakeholders. Subcontractors should not engage in deceptive, unethical or fraudulent practices.

RESPECT FOR HUMAN RIGHTS

Subcontractors must respect and promote the human rights of all individuals, including employees and workers. This includes ensuring fair treatment, equal opportunity and a safe working environment free from discrimination, harassment and exploitation.

HEALTH AND SAFETY

Subcontractors are responsible for providing a safe and healthy work environment for their employees and subcontractors. This includes implementing safety measures, providing appropriate training, and complying with occupational health and safety regulations.

ENVIRONMENTAL RESPONSIBILITY

Subcontractors must minimise their environmental impact by implementing sustainable practices and complying with all relevant environmental laws and regulations. This includes proper waste disposal, energy conservation and responsible resource management.

QUALITY AND CUSTOMER SATISFACTION

Subcontractors must deliver high quality products or services that meet or exceed the agreed upon specifications. They should strive for customer satisfaction by delivering on time, communicating effectively and addressing any concerns or issues promptly.

CONFIDENTIALITY AND DATA PROTECTION

Subcontractors may have access to confidential information and data as part of their work. They are required to protect and maintain the confidentiality of such information and use it only for the purposes specified in their agreements with CV.

CONFLICT OF INTEREST

Subcontractors must avoid conflicts of interest that may compromise their ability to act in the best interests of CV. If a conflict of interest arises, subcontractors should promptly disclose it to CV and take appropriate steps to mitigate or resolve it.

ACCOUNTABILITY AND REPORTING

Subcontractors are accountable for their actions and are expected to promptly report any violations of this Code of Conduct to CV. They should also cooperate fully with any investigations or audits conducted by CV to ensure compliance.

CONSEQUENCES OF NON-COMPLIANCE

Failure to comply with this Code of Conduct may result in the termination of the Subcontractor Agreement and may also lead to legal action or other remedies as allowed by law.



CERTIFIED AND ACCREDITED TO GET THE JOB DONE

CV systems are externally certified by Intertek SAI Global. Our certification covers:

- **Quality** certification to ISO 9001:2015 standard
- **Environment** certification to ISO 14001:2015 standard
- **OHS** certification to ISO 45001:2018 standard

CV is accredited to undertake underground and overhead work on ENERGEX assets. We are on the Ergon Energy Preferred Contractor Panel and are a Level 1 Approved Services Provider in NSW. CV is accredited with Essential Energy, Ausgrid and Endeavour Energy. CV is a Gallagher Perimeter Solutions and SMB channel partner, and an AXIS communications CCTV channel partner. We are a Telstra approved contractor, and are Molex and CommScope certified installers.

We are members of Master Builders, MEA (an accredited Master Electrician Australia), AI Group, QBCC, Australian Sign & Graphics Association, Master Plumbers Association, Australian Refrigeration Council (ARC), Facility Management Association, Australian Security Industry Association Ltd (ASIAL), National Fire Industry Association, Australian Energy Producers, Australian Industry & Defence Network (AIDN), Engineers Australia, Professionals Australia, Toowoomba and Surat Basin Enterprise (TSBE) and Clean Energy Council.

CVSG Electrical Construction Pty Ltd

QLD Electrical Contractor Licence No: 68271
NSW Electrical Contractor Licence No: 240746C
Security Provider Licence No: 3257431

CV Infrastructure Services Pty Ltd

QLD Electrical Contractor Licence No: 71102
NSW Electrical Contractor Licence No: 243316C

CVSG Asset Services Pty Ltd

QBCC Licence No: 1232419
QLD Electrical Contractor Licence No: 68870
NSW Electrical Contractor Licence No: 314960C

CV Media & Signage Pty Ltd

QBCC Licence No: 1061506
QLD Electrical Contractor Licence No: 1501601



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CABOOLTURE

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Caboolture QLD 4510

TOWNSVILLE

1/24 Gorden Street
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CV proudly has a Reflect Reconciliation Action Plan (RAP) and is committed to building respect, understanding, and meaningful partnerships with Aboriginal and Torres Strait Islander communities.

cvsg.com.au