# Proeye Communications & Security Systems



## Code of Conduct

## Revised 7 July 2026

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# Proeye Communications & Security Systems

## Code of Conduct

## Proeye

Proeye Communications and Security Systems and The Trustee for Proeye Communications & Security Systems Trust also known as Proeye Communications & Security Systems or Proeye.

Proeye has been in the Broadcasting, Internet, Telecommunications, and Security Electronics business since 1999, specialising in a whole range of telecommunications and security systems.

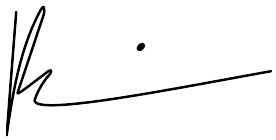
Proeye has a proven record in delivering customised end-to-end solutions. We partner with industry from Design, Supply, Install, and management of solutions.

Our diverse range of partners include, wireless design engineers, manufacturers, systems integrators, application engineers, network engineers, carriers, business centres, and installers.

## Executive Summary:

This Code of Conduct represents our commitment to ethical and professional standards in our business dealings. It serves as a guideline for our contractors, clients, management staff, employees, and subcontractors, ensuring that all parties involved in our operations adhere to the highest standards of integrity, respect, and professionalism. This document covers key areas such as email etiquette, privacy, confidentiality, mindful language, inclusivity, and professional engagement, aligning our business practices with our core values and legal obligations.

Revokes: Previous any/all Proeye Code of Conduct
Effective Date - 7 July 2026

Signed 

Paulo Di Berardino
Principle - Proeye Communications & Security Systems
Date 7 July 2026

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# Proeye Communications & Security Systems

## Code of Conduct

### 1. Introduction and Scope

Our Code of Conduct is designed to uphold our reputation for excellence in our industry. It ensures that all interactions and operations are conducted with the highest degree of professionalism and ethical standards.

### 2. To our Contractors

a. Quality Assurance: Deliver services adhering to industry standards.

b. Privacy & Confidentiality: Respect the privacy and confidentiality of client information and company data.

c. Professional Communication: Adhere to email etiquette with clear, respectful, and appropriate language.

### 3. To our Clients

a. Transparent Communication: Clearly communicate needs and expectations.

b. Respect and Privacy: Maintain a respectful demeanor and uphold privacy standards.

c. Feedback: Provide constructive feedback to facilitate service improvement.

### 4. To our Management and Staff

a. Leadership and Integrity: Demonstrate ethical leadership and decision-making.

b. Support and Development: Foster employee growth and support professional development.

c. Inclusivity: Promote a culture of inclusivity and diversity in the workplace.

### 5. To our Employees

a. Professional Conduct: Uphold professionalism in all service delivery.

b. Confidentiality: Maintain strict confidentiality in all business dealings.

c. Mindful Communication: Use inclusive, respectful language in all forms of communication.

### 6. To our Sub-Contractors

a. Adherence to Standards: Comply with company policies and industry standards.

b. Representative Conduct: Act as professional representatives of the company.

c. Ethical Engagement: Engage ethically with clients, colleagues, and other stakeholders.

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## 7. General Guidelines

**a. Compliance with the Law**

i. All parties engaged with us are expected to comply with the laws and regulations of the relevant jurisdiction.

**b. Integrity and Honesty**

i. Act with integrity and honesty in all professional dealings.

ii. Ensure that personal conduct maintains and enhances the reputation of the organisation they represent.

iii. Inclusivity: Foster an inclusive environment that respects diverse perspectives.Respectful Workplace

**c. Respectful Workplace**

i. Treat all colleagues, clients, and stakeholders with respect and courtesy.

ii. Create and maintain a workplace free from discrimination, harassment, and bullying.

d. Accountability and Transparency

i. Take responsibility for actions and decisions.

ii. Demonstrate transparency in professional activities and decision-making processes.

**e. Confidentiality and Privacy**

i. Respect and maintain confidentiality of information.

ii. Protect personal and sensitive information in accordance with privacy laws and organisational policies.

**f. Impartiality and Fairness**

i. Ensure fairness in decision-making, avoiding bias or favoritism.

ii. Approach all duties with impartiality and objectivity.

**g. Efficient Use of Resources**

i. Use the organisation's resources efficiently, effectively, and for the intended public purpose.

ii. Avoid wastage and mismanagement of resources.

**h. Conflicts of Interest**

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i. Declare and manage any conflicts of interest that may affect professional responsibilities.

ii. Avoid situations where personal interests could conflict with professional duties.

**i. Public Comment and Representation**

i. Exercise discretion in public comments and social media use, ensuring personal opinions are not attributed to the organisation.

ii. When representing the organisation, communicate in a manner consistent with this Code of Conduct.

**j. Professional Development**

i. Engage in continuous learning and professional development.

ii. Contribute to a culture of knowledge sharing and improvement.

**k. Reporting Misconduct**

i. Report any unethical behaviour or misconduct.

ii. Support colleagues who raise genuine concerns about misconduct.

**l. Feedback System**
Encourage feedback from all relevant persons regarding systems and processes used. This is via all available communications, for example SMS, email, verbal communications.

## 8. End.

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