

Code of Conduct

JBM Power, forms part of ARA Electrical and ARA Group. The organisation's business success is governed by the conduct of its personnel whilst undertaking operations. It is therefore imperative that our personnel conduct themselves in a manner befitting the relationship that the company develops with its valued clients.

Employees of JBM Power are:

- To be polite and courteous to clients and governmental representatives.
- To dress appropriately and comply with the company and client's dress code of wearing, cleaning and maintaining the uniforms provided.
- Not be disruptive, violent, aggressive or antagonistic towards others whilst engaged in the undertakings of the organisation or when representing the company.
- Not to consume or be under the influence of illicit drugs or alcohol whilst undertaking work or during working hours in accordance with the company's drug and alcohol policy.
- Not to endanger the health and safety of others through the undertaking of unsafe acts, behaviour, or playful activities.
- Not to unlawfully damage or destroy property or the environment.
- To conduct themselves appropriately and not behave unlawfully, and
- Not discriminative, racially, sexually or abusively against others in the workplace.

Employees of JBM Power shall comply with confidentiality agreements or arrangements and are not to disclose information or transfer documents or data that could be detrimental to the organisation and its client's.

Employees shall not make statements to parties in respect to representation of company policies, procedures, activities or actions, unless otherwise authorised.

Employee, who in good faith, raises a complaint or discloses an alleged breach of the Code, whilst following correct reporting procedures, will not be disadvantaged or prejudiced. All reports will, to the extent permissible, be dealt with in a timely and confidential manner.

Employees found in breach of this policy may be subject to disciplinary action.



Mile Belevski
General Manager
16th February 2024