

At the Port of Newcastle, integrity and curiosity are core values of who we are as a business and as a team. It is critical that we do the right thing and take all reasonable steps to stamp out any potential for fraud and corruption within the Port.

*At the Port of Newcastle, we are committed to promoting the highest standards of ethical behaviour and accountable conduct. We view any incidents of fraud and corruption as a serious threat to our business and we are committed to combatting such threats by taking firm steps to protect our people, our finances, and our property.*

*It is critical for us, as an organisation and as individuals to do the right thing and take steps to identify, manage and ultimately stamp out any incidence of fraud and corruption within the Port.*

*At the port we have zero tolerance for wrongdoing and we recognise that we must work together to address and eliminate any threats of fraud and corruption.*

## SCOPE

The policy applies to:

- Workers (Board members, staff, contractors, service providers and volunteers) undertaking work for or on behalf of Port of Newcastle.
- All PON operations and activities

## POLICY STATEMENT

To demonstrate our commitment, the Port will:

- Act with integrity and live up to our core values
- Ensure everyone is treated fairly and in respect of the law
- Adopt a fit for purpose, adaptive and risk-based approach to preventing, detecting, and dealing with the threat of fraud and corruption
- Make sure our fraud and corruption control policy framework is clear, unambiguous, and aligned to our values.
- Ensure fraud and corruption control at the port is appropriately assigned and supported with the necessary authority, training, competency, and resources.
- Investigate any suspected or detected fraud and taking proportionate action.
- Apply principled processes that support good governance, decision making and continuous improvement.
- Maintain responsible oversight of fraud and corruption threats, investigations, and reviews.
- Maintain a control framework that is compliant with relevant laws, policies, and consistent with *Australian Standard 8001:2021 - Fraud & Corruption Control*.

Anyone who witnesses wrongdoing, or suspects something isn't quite right can report it to me, or the Senior Manager, People & Culture.

Alternatively, suspected wrongdoing can be reported directly to our CEO or CFO, or anonymously:

By calling: 1800 263 215

By visiting: [www.integritycounts.ca/org/pon](http://www.integritycounts.ca/org/pon)



**Craig Carmody**  
CHIEF EXECUTIVE OFFICER

30 June 2022