

BUILDIX ETHICAL GUIDELINES

Feb 2025

Transforming
Visions into
Reality



buildix
Consultants

Contents

.....	3
1 Our Commitment to Ethical Practice	3
2 Purpose	4
3 Our Ethical Values.....	4
4 How We Apply These Values	4
5 Making Ethical Decisions	4
6 Ethical Scenarios – What Would You Do?	5
7 Raising Ethical Concerns.....	6
8 Our Commitment as Leaders	6

1 Our Commitment to Ethical Practice

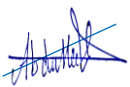
At Buildix Consultants, ethics is at the heart of everything we do. We are not just engineers and project advisors — we are custodians of public trust, safety, and long-term outcomes. Our clients, communities, and colleagues rely on us to act with honesty, responsibility, and transparency — especially when the path is unclear.

This Ethical Guidelines document is not about rigid rules. It's a practical tool to help you make good decisions, speak up when something doesn't feel right, and understand how our values show up in your daily work.

As directors, we are committed to fostering a culture of integrity where every person at Buildix feels empowered to do the right thing — even when it's hard, unpopular, or inconvenient.

Together, we can build not only outstanding projects, but a company that earns and deserves lasting trust.

Abdullah Habash



Director, Buildix Consultants



2 Purpose

At Buildix Consultants, ethics is not just compliance — it's culture. These guidelines are intended to help our people apply ethical principles in real-world scenarios, where the right choice is not always black and white. They complement our Code of Conduct and guide us in upholding trust, professionalism, and integrity in every decision we make.

3 Our Ethical Values

We are guided by five core ethical values:

- Integrity – We do what is right, not what is easy.
- Respect – We treat others with dignity, fairness, and empathy.
- Accountability – We take responsibility for our decisions and actions.
- Transparency – We are honest and open in our communication.
- Courage – We speak up when something feels wrong and support others who do the same.

4 How We Apply These Values

CONTEXT	OUR ETHICAL APPROACH
Client relationships	Be honest about capabilities, manage expectations realistically, and avoid overpromising.
Conflicts of interest	Disclose any potential conflicts early and remove yourself from decisions where impartiality may be compromised.
Confidentiality	Protect sensitive information — don't discuss project details with unauthorised people, even informally.
Sustainability and safety	Prioritise people and the planet — consider long-term impacts, not just short-term outcomes.
Fairness and inclusion	Treat all stakeholders without bias or discrimination, and ensure your behaviour is inclusive and respectful.
Working under pressure	Never compromise ethics for deadlines or commercial pressure. Speak to a director if you feel undue pressure to "cut corners."

5 Making Ethical Decisions

When in doubt, ask yourself:

- Is it legal?
- Is it aligned with our values and professional standards?
- Would I be comfortable explaining this to a client, regulator, or journalist?
- Would I make the same decision if it impacted me personally?
- Have I consulted someone I trust or a senior colleague?



If the answer to any of these is “no” or “I’m not sure,” pause — and ask for guidance.

6 Ethical Scenarios – What Would You Do?

Scenario 1: Client Pressure to "Hide" a Structural Issue

You’re reviewing an existing building and identify a structural issue that may not be immediately dangerous but could pose risks in future. The client says, “Let’s leave that out of the report — it’ll cost us the job.”

Your Guiding Response:

- Integrity and public safety must come first.
- Explain the ethical and professional obligations clearly — that omitting known risks is unacceptable and could expose both the client and Buildix to liability.
- Escalate to a director if pressure continues.

Scenario 2: Bidding with an Unverified Partner

You’re preparing a proposal involving a new alliance partner. They offer to include high-profile project experience, but it’s unclear if their role on those projects was significant or if you’re allowed to list them.

Your Guiding Response:

- Seek written clarification from the partner and assess whether including the experience might be misleading.
- Be transparent in your proposal about Buildix’s actual role and clearly distinguish partner experience.

Scenario 3: Personal Conflict of Interest

You’re asked to review a subcontractor’s work — but they are a friend or relative. You feel confident in your ability to be objective.

Your Guiding Response:

- Even perceived conflicts can undermine trust.
- Disclose the relationship to a director and request reassignment of the review task.
- Transparency protects both you and Buildix.

Scenario 4: Cultural or Gender Bias on Site

A subcontractor or site manager speaks dismissively to a Buildix staff member based on their gender, background, or accent.

Your Guiding Response:

- Speak up respectfully but firmly, reinforcing Buildix’s commitment to inclusion and respect.
- Report the incident to your line manager or a director — we are responsible for maintaining inclusive environments, even when we are not the employer on site.

Scenario 5: Grey Area in Sustainability Claims

A supplier promotes their product as “net-zero,” but on closer review the data seems vague or unsubstantiated. The marketing team wants to include it in a Buildix sustainability success story.

Your Guiding Response:



- Don't exaggerate or publish claims you can't verify.
- Ask for proper documentation or certification.
- If it can't be verified, recommend excluding the claim or rephrasing it to reflect uncertainty.

7 Raising Ethical Concerns

Everyone at Buildix is empowered — and expected — to raise concerns about unethical behaviour. You can do this by:

- Speaking with your line manager or a company director.
- Using our **WHISTLEBLOWER POLICY** to raise concerns confidentially, if needed.

There will be no retaliation for raising concerns in good faith.

8 Our Commitment as Leaders

The directors and leadership of Buildix are committed to modelling ethical behaviour, supporting staff through ethical challenges, and continuously improving our systems to reflect best practice.

Document prepared by

Buildix Consultants Pty Ltd

ACN 684 326 609

Brisbane, Qld

W buildixconsultants.com



buildix
Consultants