

All Utility Support Services (AUSS) Code of Conduct Policy

Introduction

At All Utility Support Services (AUSS), we are committed to upholding the highest standards of professionalism, integrity, and respect in all aspects of our operations. This Code of Conduct provides clear guidelines for the behavior and responsibilities expected of all personnel, including independent contractors, service providers, and employees.

Policy Statement

AUSS personnel must conduct themselves ethically and responsibly, maintaining compliance with company policies, legal regulations, and industry standards. By adhering to this Code of Conduct, we ensure a safe, respectful, and efficient working environment for all.

1. Professional Conduct

- Personnel must act with honesty, integrity, and professionalism in all interactions with colleagues, clients, and the public.
- Compliance with all safety regulations and protocols is mandatory, especially when safeguarding downed wires or performing other critical duties.
- Personal behavior must reflect positively on AUSS, avoiding any actions that could harm the company's reputation.

2. Equal Opportunity and Non-Discrimination

- AUSS prohibits discrimination based on race, color, religion, national origin, citizenship status, age, sex, sexual orientation, marital status, disability, or military status.
- All personnel are expected to foster an inclusive and respectful workplace, ensuring fair treatment of all individuals.

3. Health and Safety

- Safety is a core value at AUSS. Personnel must strictly follow all safety protocols, including wearing personal protective equipment (PPE) and adhering to shift limits to prevent fatigue.
- Personnel must not leave work sites unguarded and should promptly call for relief if necessary.
- The use of drugs or alcohol during assignments is strictly prohibited.

4. Compliance with Laws and Policies

- All personnel must comply with applicable laws, regulations, and the terms outlined in their agreements with AUSS.
- Adherence to data privacy, confidentiality, and company policies regarding the handling and use of equipment is mandatory.

5. Workplace Integrity

- Personnel must provide accurate and complete information in all documents and interactions with AUSS.
- Fraudulent or deceptive behavior, including falsifying records or withholding material information, will result in termination of services.

6. Confidentiality and Data Security

- Personnel must protect sensitive information, including client data and internal company communications, from unauthorized access or disclosure.
- Data collected during assignments must be handled in compliance with AUSS's Privacy Policy.

7. Shift and Work Expectations

- Personnel must adhere to the shift limits set by AUSS, typically 12-16 hours, and may not work back-to-back shifts.

- Regular breaks and rest periods must be observed to ensure safety and performance.
- Site safety representatives must remain at their posts until properly relieved.

8. Reporting Violations and Concerns

- Personnel are encouraged to report any violations of this Code of Conduct, safety concerns, or unethical behavior to AUSS management without fear of retaliation.
- AUSS will investigate all reported incidents promptly and take appropriate corrective actions.

Enforcement

Failure to comply with the AUSS Code of Conduct may result in disciplinary action, including termination of services. AUSS reserves the right to modify this policy as necessary to ensure compliance with legal and operational standards.

Conclusion

By adhering to this Code of Conduct, AUSS personnel contribute to a culture of professionalism, safety, and respect. Together, we uphold the values that make AUSS a trusted partner in providing critical support to utilities and public safety.