

Transshipment Services Australia Pty Ltd (TSA) management takes pride in the caliber of our people and how they conduct themselves. Our Code of Conduct outlines what we expect of all our employees, contractors and visitors. Only those that can conduct themselves in an acceptable manner will have the privilege of being part of our team.

We will always:

- Treat each other and those around us with respect and fairness;
- Abide by the law;
- Be ethical, honest, diligent and responsible in all that we do;
- Refrain from bullying or harassment in any form;
- Act in the best interest of TSA and our clients;
- Take all appropriate measures to maintain equipment and facilities with diligence and care;
- Treat everyone equally, regardless of race, age, religious beliefs, nationality, background or sexual orientation;
- Build relationships in a positive manner and develop our reputation as dependable and ethical operators;
- Conduct ourselves with respect and consideration for our community;
- Ensure we are fit for work, and free of any influence of drugs and alcohol;
- Communicate openly and bring any matters of dispute to the attention of management such that they are resolved in a timely and appropriate manner; and
- Be actively engaged in our Safety Management Systems.

We are an equal opportunity employer and will employ, manage and treat all our personnel with respect and without prejudice whilst complying with this Code of Conduct.



Ian Junk  
Managing Director