



Perth Zoo Statement of Business Ethics

This Statement of Business Ethics (the Statement) provides guidance for all sectors of the community conducting business with the Zoological Parks Authority i.e. Perth Zoo. It outlines the ethical standards and expectations to which business partners, contractors and suppliers (and any of their sub-contractors) are to adhere in any dealings with Perth Zoo. The Statement also outlines what business partners, contractors and suppliers (and any of their sub-contractors) can expect from Perth Zoo.

Perth Zoo's Key Values and Principles

Perth Zoo's Code of Conduct outlines the standards of ethical behaviour expected in our workplace, in all interactions between colleagues, volunteers, contractors, visitors, and other stakeholders.

Perth Zoo employees have a responsibility to:

- act with care and due diligence;
- act with honesty and integrity, being open and accountable;
- act in accordance with legislative requirements, and Perth Zoo policies, guidelines and procedures;
- disclose any real or perceived conflicts of interest and immediately report any real or perceived unethical behaviour;
- not seek or accept any financial or other benefits for performing official duties;
- use public resources efficiently and effectively;
- treat others with respect and fairness, having proper regard for others' interests, rights, safety and welfare;
- promote and uphold the integrity of Perth Zoo and the state government public sector.

Perth Zoo's Expectations

Perth Zoo expects that all business partners, contractors and suppliers (and any of their sub-contractors) to become familiar with this Statement and to:

- act ethically, fairly and legally;
- provide goods and services in compliance with contract and purchasing requirements;
- be aware of the Zoo's obligations and commitment to comply with all applicable legislation;
- endeavour to ensure goods and services are sourced from ethical and socially responsible suppliers;
- endeavour to ensure materials and equipment used in the provision of goods and services are sourced in an environmentally sustainable manner;
- not behave in any way that could mislead anyone to believe that they are representing Perth Zoo, or expressing the views or policies of Perth Zoo;
- not offer Perth Zoo employees, Board or Committee members, suppliers, contractors, subcontractors or consultants any financial inducements, or incentives, gifts or benefits;
- declare any actual, perceived or potential conflicts of interest;
- immediately report any unethical behaviour (actual or perceived).

Intellectual property rights

In business relationships with Perth Zoo, parties will respect each other's intellectual property rights and will formally negotiate any access, license or use of intellectual property.

Compliance

Compliance with this Statement will enable fair and ethical partnerships to be built to the advantage of all parties. Non-compliance with this Statement can result in negative consequences, including:

- termination of contracts;
- exclusion from future quotation and tendering processes and future work with Perth Zoo;
- damage to business reputation;
- referral to investigative bodies including the Corruption and Crime Commission and the Public Sector Commission; and/or
- referral for criminal investigation.

Public Interest Disclosure

Perth Zoo does not tolerate corrupt or other improper conduct, including mismanagement of public resources, in the exercise of its functions, and is committed to the aims of the *Public Interest Disclosure Act 2003*. If you wish to make a disclosure please visit the [Corporate Governance](#) page of Perth Zoo's website or contact the Western Australian [Public Sector Commission](#).

Persons reporting corrupt behaviour or misconduct are protected by the Corruption and Crime Commission Act 2003 and other "Whistle-blower" protection laws (such as the Public Interest Disclosure Act 2003). These laws protect persons disclosing corruption related matters from reprisal or detrimental action and ensure disclosures are properly investigated and dealt with.