



Code of Conduct

Last Updated: 27 December 2025

1. Our Values

At **TRUTH HUBS LTD (ABN: 88 687 699 627)**, our operations are built on three core pillars:

- **Truth:** We act with honesty, transparency, and data-driven integrity.
- **Connection:** We foster genuine relationships between metropolitan standards and regional needs.
- **Respect:** We value the diverse cultures, histories, and perspectives of all Western Australians.

2. Purpose and Scope

This Code of Conduct applies to all employees, contractors, local workers, and users of our digital and physical hubs. It outlines the standard of behavior required to maintain a safe, professional, and productive environment.

3. Professional Standards & Integrity

- **Honesty:** Provide accurate information in all dealings. Do not intentionally mislead or provide false data within the Truth Hubs network.
- **Accountability:** Take responsibility for your actions and the quality of your work.
- **Conflict of Interest:** Disclose any personal or financial interests that may conflict with your duties or the interests of the community hubs.

4. Respect for Diversity and Culture

As a Kununurra-based organization, we have a deep respect for the **Aboriginal and Torres Strait Islander** peoples of Western Australia.

- **Cultural Awareness:** Users and staff must behave in a culturally respectful manner, adhering to local protocols when working in regional communities.
- **Anti-Discrimination:** We have zero tolerance for harassment, bullying, or discrimination based on race, gender, religion, age, disability, or sexual orientation.

5. Workplace Safety (Physical & Digital)



- **Physical Safety:** In regional WA, safety is paramount. Staff must adhere to all OHS protocols, especially when traveling in remote areas or during extreme weather.
- **Digital Safety:** Do not use our platforms to harass, "troll," or threaten others. Maintain a professional tone in all digital communications.
- **Drugs and Alcohol:** We maintain a drug-free and alcohol-free environment during work hours and at all official Truth Hubs sites.

6. Use of Company Assets & Data

- **Integrity of Data:** Do not attempt to corrupt, scrape, or unauthorizedly access data within the hubs.
- **Responsible Use:** Company equipment and digital access should be used for professional purposes that align with the TRUTH HUBS mission.

7. Reporting Breaches

If you witness or experience behaviour that violates this Code, you are encouraged to report it. We take all reports seriously and will handle them with confidentiality.

- **Internal:** Report to your supervisor or manager.
- **External/Digital:** Email info@truthhubs.live.

8. Consequences of Breach

Violations of this Code may result in disciplinary action, which may include:

- Formal warnings.
- Suspension or permanent removal of access to Digital Hubs.
- Termination of employment or contract.
- Reporting to relevant WA law enforcement authorities where necessary.