The Sizewell C Project

8.16   Community Safety Management Plan (CSMP)
Appendix 1.A.1 HPC Worker Code of Conduct

WORKER CODE OF CONDUCT:

The Hinkley Point C Project operates a Worker Code of Conduct designed to set clear expectations for the behaviour of all workers, whether on site or in the local community. The Worker Code of Conduct, (the "**Code**"), will help to achieve the following:

- Explain the behaviour expected of workers and outline the means by which the Code will be communicated. This expectation will also inform the local community of the standard of behaviour they should expect from the workers and their employers.

- Inform workers about the possible consequences if the code is not upheld.

- Recommend actions for workers when behaviours contrary to this Code have been observed.

The conduct of the entire HPC Project workforce in the Community is of the highest importance and we expect everyone who conducts business on our behalf to adopt high ethical standards. It is for this reason that everyone involved with the HPC Project is expected to:

1.	Have due respect to their own safety and the safety of others by complying with all applicable laws, rules, and regulations including HPC processes and procedures;
2.	Be ambassadors for the HPC Project through behaviours and actions both on and off site by not engaging in any conduct or activity that may affect the HPC Project's reputation or otherwise cause embarrassment to the HPC Project;
3.	Understand that anti-social behaviour, discriminatory behaviour or harassment will not be tolerated on or off site. Workers must respect colleagues and endeavour to maintain harmonious workplace relations at all times. It is never acceptable to use abusive or derogatory language towards others or inappropriately use emails and social media;
4.	Come to work fit for work. Workers must ensure that they are not intoxicated by alcohol or under the influence of illegal drugs. Workers should not work under the influence of prescription drugs if they could reasonably expect that there may be effects on their work performance or on the safety of themselves or others. Random and For Cause Alcohol and Drug tests are regularly performed on the HPC Project. Alcohol and illegal drugs are not to be brought onto any HPC Project Site or office;
5.	Ensure no damage of any kind is caused to property on and off site;
6	Ensure that workers accommodation is maintained in a tidy state with the proper disposal of rubbish;
7	Ensure that personal noise levels are appropriate to the time of day and location;
8	Respect speed limits, be aware of other road users, agricultural vehicles and livestock. Make use of the HPC Park & Ride services available and do not fly park at any time.

From time to time the Code will be re-enforced through HPC Project communication mechanisms such as toolbox talks, the worker incentive programme and articles in the HPC Project newsletter and general communication networks highlighting positive engagement by workers in the community.

It is of the highest importance that the Code is respected by the HPC Project workers at all levels. If you see someone act in ways that are contrary to this Code, you should do at least one of the following:

- In the first instance discuss the person's behaviour with your immediate supervisor or line manager
- Raise the matter with the relevant employer's Human Resources Team who will investigate the complaint and, if appropriate, will follow their Company Disciplinary Procedure which could lead to removal from the HPC Project and potentially dismissal
- For confidential reporting of serious concerns phone Safecall on 0800 915 1571

Confirmation of compliance with the code of conduct

I agree to comply with the HPC Project Workers Code of Conduct and ensure that my behaviour both within work and whilst resident in the Hinkley Point C locality represents the HPC Project values as outlined in this document. I understand that should I fail to comply with the Code I may be subject to disciplinary action by my employer which could lead to removal from the HPC Project and potentially to dismissal.

By attending and completing the HPC Project Introduction and receiving access to HPC Project locations and campuses you are confirming your commitment to the Code as described above.