

MEMBERS CODE OF CONDUCT

Members of FABCOS undertake to observe the Fabcos Constitution and this Code of Conduct and further, members pledge to conduct themselves professionally with honesty and integrity in their business practices.

Conduct can be monitored by asking:

- Is this legal?
- Is there sufficient disclosure of essential facts so that all the parties can make informed choices?
- How will it make me feel about myself, my organisation, and my industry?

In the conduct of our business we will aim to treat others as we would expect others to treat us.

The Membership of Fabcos is a Privilege.

The membership rules of Fabcos require any prospective member to complete the membership application form and to sign this code of conduct.

The Provincial Executive Committee will make a ruling on the admissibility of a prospective member, which in turn will be submitted to the Standing Committee on Membership and Administration, which will in turn consider the application and finally make recommendation to the National Council of Fabcos who will make a final ruling on the admissibility of the prospective member, within one month of receiving the application.

Integrity

FABCOS members and/or their staff may not purport to make any statement which will in any way conflict with other member's rights or which is the subject matter of any privilege or concessions granted by the members or express in spoken or written word any matter with the intention to mislead members, or the general public.

Members shall refrain from disparaging or denigrating one another.

Attendance:

Members undertake to produce their membership card at all meetings and functions organised by Fabcos. An attendance report will be verified by Fabcos recognised body and filed within 60 days.

Authority:

In all matters concerning compliance or breach of the constitution and the Code of Conduct a decision will be taken by the disciplinary committee & NEC. Members undertake to furnish any documentation or information which the NEC may require for this purpose within a period stipulated by the NEC. Failing settlement of a dispute by the

disciplinary committee & NEC the issue may be referred to NC for finalization.

Confidentiality:

Members and their staff undertake to treat all knowledge of their client's intentions and business organisation as confidential and will in no form be entitled to disclose, cede or assign this information to any other persons/s without the written approval of the client

Price Fixing:

No member shall be involved in collusion with another member to fix prices in any way.

Empowerment:

Members will comply with the current legislation regarding Skills Development Levies and will actively contribute towards involving and uplifting the skills of previously disadvantaged individuals in the industry.

Compliance:

Members undertake to act in accordance with the requirements of all appropriate authorities and all relevant policies of FABCOS.

The acceptance and observance of this Code and the Constitution is a prerequisite for membership of FABCOS. Member is defined as an individual person belonging to a particular sector and has met all his financial obligations.

The FABCOS disciplinary committee shall have the right, to recommend to the NEC to reprimand, suspend or expel any member who infringes this Code or the Constitution, who, in its opinion is guilty of any conduct which discredits FABCOS or brings it disrepute

Any questions which may arise as to the interpretation of this Code are to be referred to the current PEC, NC & NEC, whose decision is final. The NEC may at its discretion, call on the Disciplinary Standing-Committee to resolve disputes. In determining whether or not a member has infringed this code or the constitution, the NEC or the Disciplinary Committee will be guided by this Code and the Constitution as well as the prevailing laws of the Republic of South Africa at the time that the behaviour occurs.

Applicant Signature.....

Witness Signature.....

Place.....

Date.....