

PARTNERING/RELATIONSHIP POLICY

Neo Civil Pty Ltd have developed and committed to the following Partnership Principles:

Mutual Commitment

- We are in it together.
- Commit resources-talk through impacts and follow through.
- Be honest with each other and the client.
- Have a sense of urgency to mobilise resources.

Trust Each Other

- Be transparent, open and honest.
- Respect each other's position.
- Act with integrity and manage conflicts of interest.
- Don't beat about the bush-be frank.

Collaboration

- Work together-become homogenous.
- Integration to become more successful.
- Learn from each other.
- Drive continuously towards value for money solutions.

Accountability

- Take responsibility for your actions.
- Do what you said you would do.

Optimism

- Be positive, look for opportunities and potential.
- Be proactive-managing risks.
- We can handle anything asked of us.
- We cannot control what we do not know.

Value Each Other's Contribution

- Respect others and their opinions.
- Complimentary skills.

Relationship Approach

- Collaboration and interaction will deliver better results.
- Develop long term relationships.
- Forge strong relationships with the community.



Mike McGurk
General Manager
Neo Civil Pty Ltd
November 2019