



DMX Construction Code of Conduct Document

1. Introduction

At DMX Construction, we believe that the foundation of every successful project is built on trust, integrity, and an unwavering commitment to excellence. As a leading construction company based in Johannesburg, South Africa, our Code of Conduct outlines the ethical standards and professional behaviors we expect from every employee, contractor, supplier, and partner who operates under our banner.

This Code is a reflection of our core values and serves as a guiding framework for our daily operations, ensuring we deliver quality results while maintaining the highest ethical standards.

2. Our Core Values

Our operations are guided by the following principles:

Integrity: We conduct our business with honesty, transparency, and fairness in all our dealings.

Safety: We prioritize the physical well-being of our workforce, our clients, and the public above all else.

Quality: We are committed to delivering superior craftsmanship and durable solutions.

Accountability: We take responsibility for our actions, our projects, and our impact on the community.

Respect: We foster an inclusive environment that values diversity and treats everyone with dignity.

Empowerment: We invest in our people, giving every team member the tools, training, and trust to innovate and take ownership of their work.

Collaboration: We listen first, then work closely with clients, architects, and suppliers to achieve outcomes that exceed expectations.

3. Health, Safety, and the Environment

In the construction industry, safety is not just a priority; it is a fundamental right.

Zero-Harm Culture: DMX Construction is committed to maintaining a safe, healthy, and hazard-free working environment. We strictly adhere to the South African Occupational Health and Safety Act (OHSA) and all relevant industry regulations.

Environmental Responsibility: We strive to minimize our environmental footprint. This includes responsible waste management, minimizing noise and dust pollution on our Johannesburg sites, and utilizing sustainable building practices wherever possible.

Substance Abuse: The use, possession, or distribution of illegal drugs or alcohol on any DMX Construction site or premises is strictly prohibited.

4. Quality and Workmanship

We are dedicated to building structures that stand the test of time.

We comply with all South African National Standards (SANS) and local building codes.

We do not cut corners. Every team member is expected to uphold the highest standards of engineering and construction quality.

We expect our suppliers and subcontractors to meet these same rigorous quality standards.

5. Integrity and Anti-Corruption

Trust is our most valuable asset. DMX Construction operates with zero tolerance for bribery, corruption, or unethical business practices.

Fair Dealings: We compete fairly in the market and secure contracts based on the merit, quality, and cost-effectiveness of our services.

Anti-Bribery: Employees and representatives of DMX Construction may not offer, give, solicit, or accept bribes, kickbacks, or inappropriate gifts from clients, suppliers, or government officials.

Conflicts of Interest: All employees must avoid situations where personal interests could conflict with the best interests of DMX Construction or our clients.

6. Fair Labour Practices and Diversity

As a proudly South African company, we are committed to transformation and equality.

Non-Discrimination: We do not tolerate discrimination or harassment based on race, gender, religion, age, sexual orientation, disability, or nationality.

Fair Employment: We strictly adhere to the Basic Conditions of Employment Act and the Labour Relations Act. We ensure fair wages, reasonable working hours, and respectful treatment for all workers.

Empowerment: We actively support Broad-Based Black Economic Empowerment (B-BBEE) initiatives and are committed to the skills development of our workforce.

7. Community and Client Relations

Our projects shape the neighbourhoods of Johannesburg and beyond. We are guests in the communities where we build.

Client Communication: We provide our clients with accurate, timely, and honest updates regarding project timelines, costs, and potential challenges.

Community Respect: We strive to minimize disruptions to local residents and businesses during the construction process. We engage with communities respectfully and address public grievances promptly.

8. Protection of Company Assets and Information

Company Property: Employees must use DMX Construction's equipment, vehicles, and materials responsibly and strictly for business purposes.

Confidentiality: Employees must protect the confidential information of the company, our clients, and our partners. This includes project bids, financial data, and proprietary construction methods.

9. Compliance and Reporting

Adherence to this Code of Conduct is mandatory for all individuals associated with DMX Construction.

Speaking Up: We encourage a culture of open communication. If any employee, partner, or member of the public witnesses a violation of this Code, they are urged to report it immediately.

Non-Retaliation: DMX Construction will not tolerate retaliation against anyone who reports a genuine concern in good faith.

Violations of this Code may result in disciplinary action, up to and including termination of employment or contract, and potential legal action.

10. Contact Information

To report an ethical concern, a safety violation, or to ask a question regarding this Code of Conduct, please contact:

- Email: ethics@dmxconstruction.co.za
- Phone: [\(083\) 522 0974](tel:(083)5220974) | [\(078\) 819 6332](tel:(078)8196332)
- Office: 50 4th Ave, Westdene, Johannesburg, 2092

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