



Social Media community code of conduct

Reviewed by	Approved by	Approved date	Next review date
Drew Hipwood	Drew Hipwood	14/05/2019	14/05/2020

1.0 Background

IOR Petroleum Pty Ltd (IOR) treats everyone with respect and acts with integrity and we expect the same from our community. This expectation extends beyond those we interact with 'in-person' to our online communities. As such, IOR has implemented the following 'code of conduct' for those who interact with content (including paid advertising) shared by IOR, any IOR team member, and other members of the IOR community on Facebook, Instagram, Twitter, and LinkedIn (User, Users).

2.0 IOR Social Accounts

The IOR Facebook Page, Instagram Profile, LinkedIn Page, and Twitter Account, referred to collectively as the 'IOR Social Accounts', were established to stimulate a sense of community, connecting those we work with across the country including employees, customers, suppliers, and competitors. We encourage your interaction and appreciate your views and feedback.

So that all Users of the IOR Social Accounts have a place where respect and integrity are present, please consider these guidelines when you interact with any content.

3.0 IOR Discretion

IOR may amend or change this code from time to time at its discretion and without notice to ensure the online community we have built continues to align with our corporate values of:

- Safety;
- Teamwork;
- Integrity;
- Innovation; and
- Community.

4.0 Limitation

IOR may monitor community behaviour that pertains to or impacts the IOR Social Accounts and the paid advertisements promoted by IOR. IOR does not monitor behaviour of individual accounts or other business pages, profiles, or accounts outside the scope of this code of conduct that may subsequently impact the content you see. As such, all Users are encouraged to use their reasonable judgement.

5.0 Use of the IOR Social Accounts

Use of the IOR Social Accounts are subject to the normal terms and conditions of use provided by each individual platform. Links to these terms and conditions of use are provided in section 7 of this code of conduct. The IOR Social Accounts are designed for Users who are 13 years of age or older. As a User of the IOR Social Accounts you are responsible for all actions, content, and comments you post or upload, including content, comments and interaction with an IOR paid advertisement. You are also responsible for adhering to all applicable Australian local, state, and federal laws.

6.0 Unacceptable conduct

- Sharing details of unsubstantiated and defamatory allegations.
- Sharing of content that incites obscenity, vulgarity, profanity, hatred, racism, violence, discrimination, or bullying.
- Sharing of content that is considered confidential and anything that may cause harm or jeopardise ongoing investigations or legal action.
- Sharing of content that threatens, stalks, bullies, defames, degrades, defrauds, victimises or intimidates an individual or group of individuals for any reason.
- Content that is classified as 'spam', 'pyramid schemes', 'affiliate marketing', or unsolicited commercial advertisement.

Where any conduct is deemed unacceptable as per the code of conduct and values of IOR, IOR may without notice exercise its discretion to ban, block, hide, and report Users who do not adhere to this code of conduct.

7.0 Facebook, Instagram, LinkedIn, and Twitter terms of use

6.1 Facebook

<https://www.facebook.com/terms.php>

6.2 Instagram

<https://www.instagram.com/about/legal/terms/before-january-19-2013/>

6.3 LinkedIn

<https://www.linkedin.com/legal/user-agreement>

6.4 Twitter

<https://twitter.com/en/tos>