



Holstein Australia Member Code of Conduct

Introduction

This Member Code of Conduct outlines the expected behaviour and responsibilities of members of Holstein Australia (hereinafter referred to as "the Association"). All members are required to adhere to these standards to ensure a respectful, safe, and productive environment for everyone involved.

Purpose

The purpose of this code is to:

1. Promote ethical, respectful, and lawful conduct among members.
2. Ensure a safe and supportive environment for all members.
3. Protect the reputation and integrity of the Association.

Scope

This code applies to all members of the Association, including full members, associate members, youth members, junior members and honorary members, in all activities and events related to the Association.

Core Principles

1. **Respect:** Members shall treat each other with respect and courtesy.
2. **Integrity:** Members shall act with honesty and integrity in all dealings related to the Association.
3. **Accountability:** Members shall take responsibility for their actions and decisions.
4. **Inclusivity:** Members shall promote an inclusive environment free from discrimination and harassment.
5. **Compliance:** Members shall comply with all applicable laws, the Association's rules, policies, and procedures.

Code of Conduct

Respectful Behaviour

- Treat all members, volunteers, staff, and the public with dignity and respect.
- Avoid language or actions that are offensive, discriminatory, or harassing.
- Respect the opinions and viewpoints of others, even in disagreement.

Professional Integrity

- Act honestly and ethically in all interactions and decisions.
- Avoid conflicts of interest and disclose any that may arise.
- Refrain from using the Association's resources or information for personal gain.

Commitment and Participation

- Participate actively in meetings, events, and activities of the Association.
- Fulfill any roles or responsibilities assigned or accepted within the Association.
- Be punctual and reliable in attendance and commitments.

Confidentiality

- Respect the confidentiality of sensitive information acquired through Association activities.
- Do not disclose confidential information without proper authorization.

Compliance with Laws and Policies

- Adhere to all relevant laws and regulations.
- Follow the Association's constitution, bylaws, policies, and procedures.
- Report any illegal or unethical conduct to the appropriate authorities within the Association.

Disciplinary Actions

Failure to comply with this Code of Conduct may result in disciplinary action, including but not limited to:

- Verbal or written warnings.
- Suspension of membership.
- Termination of membership.

Reporting Violations

Members are encouraged to report any violations of this Code of Conduct to the Chief Executive Officer or Company Secretary in a timely manner. All reports will be handled confidentially and investigated impartially.

Review and Amendments

This Code of Conduct shall be reviewed periodically and may be amended by the Association as necessary.

Acknowledgment

By renewing your membership or becoming a member of Holstein Australia, you agree to abide by this Code of Conduct.

Adopted by Holstein Australia on 1 July 2025.

THE HOLSTEIN-FRIESIAN ASSOCIATION OF AUSTRALIA INC.

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