



Code of Conduct

The objectives of Galloways Australia Inc. are:

- To promote the separate cattle breeds of Galloway, Belted Galloway and White Galloway and their beef
- To develop group marketing strategies
- To foster performance measurement, recording, quality control systems, and
- To encourage the maintenance of quality Galloway, Belted Galloway and White Galloway seed stock.

In pursuing its objectives Galloways Australia serves the interests of those breeders that are members of Galloways Australia. Activities facilitated by the Association appeal to commercial and stud Galloway cattle breeders. The Association supports attendance at a number of key field days, shows, and carcass competitions. We also organise a numerous social events and farm visits to promote interaction among breeders and the beef industry.

We recognise that breeders will have a variety of marketing needs, for feeder cattle, grass-fed finished cattle, culls, stud animals and herd bulls. Members collaborate to explore, systematically and imaginatively, the best avenues for improved returns from whichever markets they are involved in. The Association has established an identification process to guarantee the ancestry of our cattle - an attribute which will continue to be important for commercial purposes if we are to market Galloway, Belted Galloway and White Galloway derived beef as something special.

The following Code of Conduct ("the Code") is designed to allow the Association to preserve its long tradition of integrity and credibility with the public and within Galloways Australia and its members. This Code applies to all members, volunteers, employees and any third party service provider in face-to face contact with Breeders and members of the public.

The Code is organised into categories, as follows:

Service

Always act with fairness, honesty, integrity and openness; respect the opinions of others and treat all with equality and dignity without regard to gender, race, colour, creed, ancestry, place of origin, political beliefs, religion, marital status, disability, age, or sexual orientation.

Promote the objectives of Galloways Australia in all dealings with the public on behalf of Galloways Australia and with other members.

Do not engage in, or make, allegations concerning other Breeders or, committee members or, board members or, members of the public or, other breeders associated with the beef industry, which are degrading, insulting or of baseless allegations affecting the integrity of such persons.,

Before lodging a complaint the complainant must first examine the matter to ascertain if any of the Association's rules have been breached. If a breach has occurred then the matter should be discussed with relevant parties involved in an attempt to resolve the

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matter informally. If the matter is unable to be resolved in an informal manner then the complaint shall be submitted to the Secretary of the Association in writing detailing;

- the basis of the complaint together with any substantiating proof of the complaint.
- what steps had been taken to resolve the complaint

Failure to comply with these provisions may be considered as misconduct which could lead to the suspension or termination of the complainant's membership or other such penalty as determined by the Committee.

Accountability

Member(s) conduct in perceived breach of this Code will be dealt with in accordance with ACT Associations Incorporation Act 1991.

Members must take responsibility for their actions and conduct and follow reporting lines and proper procedures to facilitate the effective resolution of problems in an appropriate and constructive manner. Members who engage in scurrilous, negative and or malicious rumour mongering will be guilty of breaching this Code and may be the subject of an enquiry and possible disciplinary action.

Conflict of interest

Conflict of interest arises when a person participates in a decision about a matter which may benefit or be seen to benefit that person because of his/her direct or indirect monetary or financial interests affected by or involved in that matter. Members are encouraged to disclose any potential conflicts of interest relating to issues which may arise under this code of conduct.

Complaint Resolution Procedure

Complaints may arise from a breach;

- of the ACT Associations Incorporation Act 1991
- of the Associations Registration Rules and Procedures or
- of the Code of Conduct

It is the responsibility of the complainant to ensure that the matter is first raised with the person or body about who the complaint is made and if no resolution can be made at this point the matter can be brought to the Galloways Australia Committee. In bringing the matter to the committee a written submission detailing the cause of the complaint or breach together with supporting documentation and a summary of action taken to date is to be forwarded to the Secretary of Galloways Australia.

The Committee may then appoint a member of the Committee or the Association to examine the complaint and if necessary conduct further investigation before reporting to the committee as a whole. The result of that review or further investigation will be communicated to all parties involved together with details of any disciplinary action to be taken. Any such disciplinary action will be in accordance with the provisions of the ACT Associations Incorporation Act 1991

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Discipline

Failure to comply with the ACT Associations Incorporation Act 1991, the Associations' Registration Rules and Procedures or the Code of Conduct may lead to the suspension or termination of membership.

Should there be a dispute over the penalty applied by the committee then an independent person being a member of Galloways Australia will be appointed by the Committee to independently review all information relating to the complaint and provide a recommendation back to the committee.

The relevant sections of the ACT Incorporations Regulations Schedule 1.2 which form the basis of the disciplinary action referred to previously are as follows:-

9 Disciplining of members

(1) If the committee is of the opinion that a member—

(a) has persistently refused or neglected to comply with a provision of these rules; or

(b) has persistently and wilfully acted in a manner prejudicial to the interests of the association; the committee may, by resolution—

(c) expel the member from the association; or

(d) suspend the member from the rights and privileges of membership of the association that the committee may decide for a specified period.

(2) A resolution of the committee under subsection (1) is of no effect unless the committee, at a meeting held not earlier than 14 days and not later than 28 days after service on the member of a notice under subsection (3), confirms the resolution in accordance with this section.

(3) If the committee passes a resolution under subsection (1), the secretary must, as soon as practicable, serve a written notice on the member— (a) setting out the resolution of the committee and the grounds on which it is based; and (b) stating that the member may address the committee at a meeting to be held not earlier than 14 days and not later than 28 days after service of the notice; and (c) stating the date, place and time of that meeting; and (d) informing the member that the member may do either or both of the following: (i) attend and speak at that meeting; (ii) submit to the committee at or before the date of that meeting written representations relating to the resolution.

(4) Subject to the Act, section 50, at a meeting of the committee mentioned in subsection (2), the committee must—

(a) give to the member mentioned in subsection (1) an opportunity to make oral representations; and

(b) give due consideration to any written representations submitted to the committee by that member at or before the meeting; and

(c) by resolution decide whether to confirm or to revoke the resolution of the committee made under subsection (1).

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(5) If the committee confirms a resolution under subsection (4), the secretary must, within 7 days after that confirmation, by written notice inform the member of that confirmation and of the member's right of appeal under section 10.

(6) A resolution confirmed by the committee under subsection (4) does not take effect—

(a) until the end of the period within which the member is entitled to appeal against the resolution if the member does not exercise the right of appeal within that period; or

(b) if within that period the member exercises the right of appeal — unless and until the association confirms the resolution in accordance with section 10 (4).

10 Right of appeal of disciplined member

(1) A member may appeal to the association in general meeting against a resolution of the committee that is confirmed under section 9 (4), within 7 days after notice of the resolution is served on the member, by lodging with the secretary a notice to that effect.

(2) On receipt of a notice under subsection (1), the secretary must notify the committee which must call a general meeting of the association to be held within 21 days after the date when the secretary received the notice or as soon as possible after that date.

(3) Subject to the Act, section 50, at a general meeting of the association called under subsection (2)— (a) no business other than the question of the appeal may be transacted; and (b) the committee and the member must be given the opportunity to make representations in relation to the appeal orally or in writing, or both; and (c) the members present must vote by secret ballot on the question of whether the resolution made under section 9 (4) should be confirmed or revoked.

(4) If the meeting passes a special resolution in favour of the confirmation of the resolution made under section 9 (4), that resolution is confirmed.