



Code of Conduct

Nguni Australia Pty Ltd

ACN 670016323

Revised 2023

Code of Conduct for Members

All Nguni Australia members agree to abide by this Code of Conduct and Ethical Behaviour as a condition of their membership.

The code illustrates the values and behaviours expected, and the obligations on all members and is underpinned by the following ethical principles:

Integrity

accountability

honesty

Respect

Community

Personal Behaviour

It is expected that all member will:

be loyal towards Nguni Australia and the breed at all times.

At all times endorse and maintain the objectives of Nguni Australia as stated in the Constitution and Mission statement.

To be an example at all times regarding the endorsing of these objectives and mission and to take leadership in this regard.

To act in the interest of the breed at all times.

To excuse oneself from a meeting when a matter directly affecting my own interests is being discussed.

All meetings are confidential and only decisions and not discussions, may be communicated to other parties.

To respect the democratic process and at all times accept the majority decisions taken by the Directors, and to support these decisions outside the meeting and defend them, regardless whether they are agreed with or not.

To motivate fellow breeders and act as ambassador to the breed.

not harass, bully, or discriminate against other members and Nguni Australia

Communication

It is expected that members will not make any unauthorised public statements regarding the business of Nguni Australia

Member Responsibilities

It is expected that all members will:

Take responsibility for contributing to Nguni Australia in a constructive, courteous and positive way to enhance, brand recognition, good governance and the reputation of Nguni Australia

Take responsibility for reporting improper conduct or misconduct which has been, or may be occurring in the represented States, reporting the details to the relevant people or to the secretary.

Ethical Behaviours for Members

It is expected that members will:

Not neglect or mistreat their animal(s) but on the contrary at all times safeguard its/their wellbeing;

Not exploit or degrade any animal or otherwise act to the detriment of the breed or the animal.

Not transfer any animal to a party who they feel will not conscientiously look after its health, safety and wellbeing, or may exploit, degrade or otherwise act to the detriment of the breed or the animal.

Only breed from animals they know to be in good condition and health.

Be vigilant for the production of undesirable conditions in the breed and work towards the improvement of the breed while always safeguarding the unique attributes of the breed as detailed in the Breed Standards.

Represent their animals honestly to prospective buyers and give such advice or assistance to the buyer as may reasonably be requested.

Inform prospective buyers of any inherited conditions they are aware of in their animals.

Inform prospective buyers of any inherited conditions that they are aware could be carried by their animals.

Work to control or eradicate inherited problems or other conditions within the Nguni breed.

By undertaking to be a member of Nguni Australia, or in the act of renewing membership, members agree to:

Abide by this Code of Conduct and Ethical Behaviour

Demonstrate their commitment to achieving Nguni Australia's 'best practice'

Understand their responsibility as a member to Nguni Australia

Any member who breaches the Code of Conduct will face disciplinary action under Nguni Australia

Additional requirements for Directors of Nguni Australia

In addition to the Code of Conduct and Ethical Behaviour for Members, all Directors must abide by these additional requirements to ensure Nguni Australia's 'best practice' to the members are met.

Personal Behaviour

A Director will:

Take individual responsibility to contribute actively to all aspects of their role

Attend a minimum of 75% of meetings.

Make decisions fairly, impartially and promptly, considering all available information, legislation, policies and procedures.

Contribute to a harmonious, safe and productive working environment/culture through professional workplace relationships; and not make improper use of their position to gain advantage for themselves or for any other person.

Communication

A Director will:

Answer all email correspondence that occurs between Council members in a timely manner.

Not disclose official information or documents acquired, other than as required by law or where agreed by decision of Nguni Australia.

Support, adhere to, and not contradict the formal decisions of Directors made in meetings and respect the confidentiality and privacy of all information as it pertains to individuals.

Conflicts of Interest

A Director will:

Disclose any personal or business interests which may give rise to actual or perceived conflicts of interest

Ensure personal or financial interests do not conflict with their ability to perform official duties in an impartial manner.

Not allow personal or financial interests, or the interests of any associated person, to conflict with the interests of Nguni Australia;

Manage and declare any conflict between their personal and public duty; and where conflicts of interest do arise, ensure they are managed in the public interest.

Use of Public Records

A Director will

Act in a financially responsible manner, applying due diligence to the scrutiny of financial reports, audit reports and other financial material that comes before the Council; and ensure the efficient use of member funded resources.

By accepting appointment to the role of Director of Nguni Australia, Directors demonstrate their commitment to achieve the following objectives:

To adopt and implement 'best practice' procedures

All Members are seen to be 'transparent' in their conduct and Directors to be respectful of their role.

To ensure that the interests of Members are understood, respected and recognised within the confines of Nguni Australia's Constitution and legal obligations.

To assure the appropriate procedures of governance, regulation and accountability are in place for the effective operation of Nguni Australia.

Review Details

This policy was last updated on 10 August 2023



Nguni Australia

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