

Code of Conduct Speckle Park International Inc.

Policy

1. Speckle Park International (SPI) has a mission TO PROMOTE THE BEEF INDUSTRY IN GENERAL AND IN PARTICULAR THE ADAVANCEMENT OF THE SPECKLE PARK BREED.
2. In pursuing its goals, SPI serves the interests of those breeders that are members of SPI.
(Breeders)
3. In delivering programs to Breeders that work and associate with each other and the public at large. 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 SPI and its members. This Code applies to all Breeders, Board 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

1. 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.
2. Promote the mission and objectives of SPI in all dealings with the public on behalf of SPI and with other members.
3. 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.
4. Any complaint about a Breeder, board or committee member, member of the public, other breeders in the beef industry must be reduced to writing and submitted to the chairman together with substantiating proof of the complaint.

5. Failure to comply with the provisions of paragraph 4 may be considered as misconduct which could lead to the suspension or termination of the complainant's membership.

6. It is a breach of the code of conduct to publish in any form of media facts that are false and misleading and or any material which can lead to the detriment of the breed.

If in the opinion of the Board, a publication is false and misleading and to the detriment of the breed it may request the publication to be withdrawn within 7 days failing which the member who was responsible for the publication may be suspended alternatively their membership may be terminated.

Accountability

7. Breeder(s) and/or Member(s) conduct in perceived breach of this Code will be dealt with in accordance with the SPI Inc. Constitution Clause 5.13 (f).

8. Breeders must take responsibility for their actions and conduct and follow reporting lines and proper procedures to facilitate the effective resolution of problems, with the board in an appropriate and constructive manner. Breeders who engage in scurrilous, negative and or malicious rumour mongering will be guilty of breaching paragraphs 3 and 4 above and may be the subject of an enquiry as set out in paragraph 7 above.

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. Breeders and Board members are encouraged to disclose any potential conflicts of interest relating to issues which may arise under this code of conduct.