

# Code of Conduct for Speckle Park International Limited

## 1. Policy

- 1.1. Speckle Park International Limited (SPI) has a mission to *promote the beef industry in the countries where its members operate* and in particular *the advancement of the Speckle Park breed*.
- 1.2. In pursuing its goals, SPI serves the interests of those breeders that are members of SPI (Breeders).
- 1.3. In delivering programs to Breeders that work and associate with each other and the public at large, the following Code of Conduct (“Code”) is designed to allow the Company to preserve its long tradition of integrity and credibility with the public and within SPI and its members.
- 1.4. This Code applies to all SPI Breeders, Board members, volunteers, employees and any third party service provider in face-to face contact with Breeders and members of the public.

## 2. Conduct

- 2.1. All SPI Breeders, Board members, volunteers, employees and any related third-party service provider must:
  - 2.1.1. Always act with fairness, honesty, integrity and openness;
  - 2.1.2. Uphold the highest standards of good faith, ethics, professionalism and commercial integrity when entering into any dealings with the public or other members in relation to an exhibition, sale, the breed or a Speckle Park animal or animals;
  - 2.1.3. 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;
  - 2.1.4. Promote the mission and objectives of SPI in all dealings with the public and with other members; and
  - 2.1.5. Not engage in or make allegations concerning other Breeders or their businesses or animals or committee members or board members or members of the public or other breeders associated with the beef industry which are degrading, insulting or baseless allegations affecting the integrity of such persons.
- 2.2. It is a breach of this Code to publish, in any form of media, material that is false and/or misleading and or any material which can lead to the detriment of the breed.
- 2.3. All Breeders must conduct their businesses in a manner consistent with ethical standards and public expectations, including the ethical treatment of animals.

2.4. On the sale or transfer of animals, every effort must be made by the Breeder to disclose to the Buyer or Transferee all medical conditions, genetic traits, and injuries, where known.

### **3. Accountability**

3.1. Any complaint about a Breeder, Board or committee member, member of the public, other breeders in the beef industry must be set out in writing and submitted to the Chair of the Board together with substantiating proof of the complaint. Complaints will be dealt with by the Board in accordance with the SPI Complaints Policy.

3.2. 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 in breach of this policy.

3.3. The Board may request in writing the removal within seven days of a publication which, in the opinion of the Board, is or has the potential to be false, misleading and/or to the detriment of the breed.

3.4. Members must faithfully and promptly cooperate with any investigation or enquiry by the Board.

3.5. Failure to comply with this policy will constitute misconduct and may result in disciplinary action (which may include suspension or termination of membership) being taken by Board pursuant to of the Constitution of SPI.

### **4. Conflict of interest**

4.1. A conflict of interest will arise when a Breeder, Board member, volunteer or employee participates in a decision about a matter which may benefit, or be seen, to benefit that person because of their direct or indirect monetary or financial interests affected by or involved in that matter.

4.2. Breeders, Board members, volunteers and employees must disclose any potential conflicts of interest relating to issues which may arise under this code of conduct.