

DIRECTOR CODE OF CONDUCT

Shooting Australia

Date: 15/07/2022

Policy Name: Directors Code of Conduct

Date of Approval:

Policy Coverage:

Date of Review: 15/07/2023

1. PURPOSE OF CODE OF CONDUCT

The purpose of this Code of Conduct is to outline the type of behaviour that Shooting Australia requires from its Directors and set out clear principles and guidelines for the ethical and professional conduct of Directors in effectively carrying out their responsibilities.

2. WHO DOES THIS CODE OF CONDUCT APPLY TO?

This Code of Conduct applies to Shooting Australia Directors whenever they are acting in their capacity as a Shooting Australia Director.

3. GENERAL PRINCIPLES

Under the leadership of the Chair and the CEO, the Board is proactive in implementing Shooting Australia's objects having regard to the requirements outlined in the Constitution and powers vested in the Board to determine and articulate Shooting Australia's values, vision and strategic direction.

Shooting Australia Directors must:

- Meet fiduciary responsibilities as required under all relevant commonwealth and state legislation and under common law.
- Comply with Shooting Australia's constitution, rules, regulations and policies.
- Act honestly in the best interests of Shooting Australia as a whole and not of those individual constituents.
- Avoid conflict of interest and to disclose immediately any actual or potential conflict.
- Develop strategic planning and direction of Shooting Australia including approving the business plan and budget, monitoring organisational performance and evaluating strategic results, and approving expenditure outside the approved budget and delegations.
- Devote the necessary time to the performance of their duties including to review board papers prior to board meetings.
- Interact with key stakeholders and members to inform them of achievements and to ensure that they have input into determination of strategic goals and direction.
- Report back to the stakeholders at relevant forums through the Chair and the CEO.
- Monitor organisational compliance with the relevant commonwealth and state legislation and with Shooting Australia's own policies.
- Maintain the confidentiality of information they receive by virtue of being a Director of Shooting Australia.
- Evaluate their collective effectiveness as a board.
- Not improperly use their position or misuse information of Shooting Australia.

- Commit the time necessary to discharge effectively their role as director.
- Understand the complexities of the sectors in which Shooting Australia operates together with those sectors' structure, operations, controls, regulatory obligations, current technology, types of transactions and political/economic environment in order to adequately assess the risks faced by Shooting Australia.
- Report to the Chair and be accountable for the performance of their duties as a Director.
- Work cooperatively with the CEO

The Shooting Australia Constitution indemnifies each Director to the fullest extent permitted by law. Each director is entitled to a deed of indemnity, which shall include provisions relating to:

- Access to Board papers;
- Confidentiality;
- Indemnity by the organisation; and
- The provision of Directors and Officers insurance.

4. CHILD SAFETY

Shooting Australia is a child safe organisation and has zero tolerance for child abuse. Shooting Australia adheres to applicable child safety standards and legislation. Directors must be aware of their responsibilities outlined in Shooting Australia's child safety and safeguarding documents and be clear about processes for reporting and acting on concerns or reports of child abuse.

Directors will respect, listen to and promote the rights of children and ensure behaviour and interactions with children are appropriate, respectful and adhere to the behavioural expectations outlined in Shooting Australia's child safety and safeguarding documents.

5. BREACH OF THE CODE OF CONDUCT

A breach of this Code may be considered serious misconduct and require formal investigation and further action being taken.

In some situations, a breach of this code may result in detriment to Shooting Australia and the Director may be liable for their actions under civil and criminal laws.

If a Director suspects that a breach of the Code of Conduct has occurred or will occur, he or she must report that breach to the President/Chair of the Board, the Company Secretary or the Finance, Audit, and Risk Committee. In some circumstances such a disclosure may qualify for protection in accordance with the Whistleblower Policy. All reports will be acted upon and kept confidential.

6. REVIEW

This Code will be reviewed by the Board every two years, or earlier as required.

7. DIRECTOR DECLARATION

If I am found by my fellow Directors acting reasonably and in good faith that:

- I have not upheld my duties and legal responsibilities as a Director.
- I have not acted in the best interests of Shooting Australia or of Shooting Sport.
- I have failed to follow a Board directive.
- I have breached the Constitution or other rules, regulations or policies of Shooting Australia.
- I have at any time committed an anti-doping rule violation or otherwise contravened any anti-doping policy whether Shooting Australia's or any other sporting body.
- I have been charged with or convicted of a crime.
- I have breached confidentiality.
- I have brought myself, Shooting Sport or Shooting Australia into disrepute as a result of my action or omission including any statement I may make.
- I have made disparaging comments about other directors, the Board, or Shooting Australia.
- I have acted in a manner prejudicial to the interests of Shooting Australia or Shooting Sport or unbecoming a director of Shooting Australia.

I hereby agree that may my position on the Board is no longer tenable and that I will submit my written resignation immediately.

Signed: _____ Witness: _____
Print Director Name: _____ Print Witness Name: _____
Date: _____ Date: _____