



EXECUTIVE ETHICS POLICY

Policy number	N/A	Version	5
Drafted by	Struan Ferguson	Approved by Board on	11 June 2025
Responsible person	Karen Zirkler	Scheduled review date	June 2027

Introduction

Over time, Southern New England Landcare Ltd has identified a need to outline some basic ethics and principles for use by Directors, Staff and Members, which if followed will promote the smooth and effective advancement of our organisation and foster a team approach to problem solving.

Our organisation has identified several needs that relate to the way Directors and the Executive conduct their business and relate to each other. As a result, the following policy was developed.

Policy

Southern New England Landcare has adopted the following ethics and principles for our organisation.

- 1) We are open and transparent in our dealings with each other.
- 2) We have trust and honesty in our dealings with each other.
- 3) We have respect and understanding for each other.
- 4) We maintain confidentiality within the group until we have an agreed position.
- 5) We do not form factional groups but rather take a team approach to solving problems.
- 6) All our members are treated equally.
- 7) Chair manages meetings but does not dictate.
- 8) We do not make 'back comments' but rather are up-front with our communications.
- 9) We bring issues out on the table at the meeting.
- 10) We work for the benefit of those we represent.

Authorisation

Em Prof Nick Reid

Chair, Southern New England Landcare Ltd

11 June 2025