



AFL MASTERS NATIONAL BOARD MEMBERS' CODE OF CONDUCT

Effective 16 September 2024

Effective from

16 September 2024

Applicable to

This Code of Conduct is applicable to all National Board Members of AFL Masters Inc (AFLM) whenever they are acting in their capacity as an AFLM Board Member.

Purpose of the National Board Members' Code of Conduct

The purpose of this Code of Conduct is to outline the type of behaviour that AFL Masters requires from its Board Members that is consistent with AFLM's values and set out clear principles and guidelines for the ethical and professional conduct of Board Members in effectively carrying out their responsibilities.

General Principles

National Board Members of AFL Masters must:

1. act honestly and in good faith in the interests of AFLM as a whole
2. exercise the degree of care, skill and diligence that a reasonable person in a like position would exercise in AFLM's circumstances
3. exercise powers granted to them honestly and for the purposes for which they were conferred and not for ulterior purposes
4. avoid any actual or potential conflict between the obligations owed to AFLM and a Board Member's personal interest or other duties
5. not disclose any information that is obtained through their position that is confidential
6. disclose advantages or business opportunities acquired in the course of their office
7. prevent insolvent trading by AFLM
8. be independent in judgment and actions and take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Board Members
9. be well prepared for Board Members meetings
10. make reasonable enquiries at Board Members meetings to ensure that AFLM is operating efficiently, effectively and legally towards achieving AFLM's goals

11. undertake diligent analysis of all proposals and matters placed before the Board Members
12. acknowledge and embrace decisions of the Board Members when communicating with third parties, irrespective of their own personal views
13. treat colleagues, members and employees/volunteers of AFLM with respect, courtesy, honesty and fairness, having proper regard to their interests, opinions, rights, safety and welfare
14. show respect for the opinions of other Board Members and allow each Board Member a fair and reasonable opportunity to contribute to discussion and decision making
15. not engage in conduct that would likely bring discredit upon AFLM or bring the Board Member or AFLM into disrepute, or would constitute conduct unbecoming of a Board Member of AFLM
16. not abuse, harass, bully, intimidate, discriminate, threaten or victimise other Board Members, colleagues, members, employees and/or volunteers of AFLM
17. comply with the content and themes of the next section of this Code of Conduct regarding child safety
18. promote and encourage diversity, equality and inclusiveness in decision making and throughout AFLM
19. comply with the spirit as well as the letter of the law and the principles in this Code of Conduct

Child safety

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

Board Members 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 AFLM's child safety and safeguarding documents.

Breach of 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 AFLM and the Board Member may be liable for their actions under civil and criminal laws.

If a Board Member suspects that a breach of the Code of Conduct has occurred or will occur, he or she must report that breach to the President and the General Manager. 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.

Review of National Board Members' Code of Conduct

The Board will review this Code annually to ensure it remains consistent with AFL Masters' values.

AFL MASTERS BOARD MEMBER'S DECLARATION

I, _____ of _____
Full Name Address

Declared that:

1. I have read and understand the AFLM Board Members Code of Conduct.
2. I acknowledge that I must ensure that any personal interests or roles do not influence or interfere with the proper performance of my duties in the best interests of AFLM.
3. I agree that I have an ongoing obligation to comply with the AFLM Board Members Code of Conduct.