



Code of Conduct

Introduction

Empower Golf Australia (EGA) has a mission to facilitate and promote golf for Australians of all abilities. In pursuing our goals, EGA recognises the importance of actively promoting our values of integrity, respect, empowerment and accountability.

The purpose of this Code of Conduct (Code) is to describe the type of behaviour which EGA is seeking to promote and encourage.

This Code shall govern the conduct of all persons formally associated with EGA and our activities. In particular, it shall apply to:

- EGA employees, including casual employees and contractors, and volunteers;
- EGA Members;
- Persons acting for and on behalf of EGA;
- Coaches and support staff of EGA;
- Participants in EGA sanctioned events; and
- Individuals sitting on boards and committees (where relevant).

It is not possible for this Code to address all behaviour or ethical questions that may be encountered in the course of EGA operations. Therefore, it is important to be aware of relevant legislation and EGA policies as they relate to EGA activities.

Conduct

All persons who are bound by this Code shall:

- Act in a manner which is consistent with the values of EGA;
- Promote and support an environment of non-discrimination, recognising the dignity and worth of every individual, regardless of disability, gender or gender identity, sexual orientation,

ethnicity or cultural or religious background. Any form of bullying, harassment, abuse, intimidation or discrimination will not be tolerated.

- Take an active role in promoting positive conduct, encouraging participation and personal development, and eliminating unacceptable conduct by reporting incidents to EGA;
- Not participate in, or encourage action that may jeopardise the integrity of EGA activities;
- Treat EGA and participants' property with respect and due consideration of its value;
- Uphold the reputation of EGA, in particular when representing EGA in sanctioned events or promotions;
- Maintain and respect the confidentiality of information received in the course of fulfilling duties or expressly provided on a confidential basis;
- Avoid any real or perceived conflict of interest.
- Ensure that EGA's image and reputation is protected at all times. Unless prior permission has been received from EGA's CEO no unauthorised statements / communications, on behalf of, or referring to EGA, are to be released via social or other media outlets.

Unacceptable conduct will not be tolerated. Examples of unacceptable behaviour would include, but are not limited to:

- Statements or actions which create a hostile, intimidating or offensive environment associated to EGA;
- Damaging EGA or another person's property or depriving them of that property.

Reporting

Complaints with respect to an alleged breach of this Code can be formal or informal. Complaint reporting and handling procedures are addressed in the EGA Complaints & Complaints Handling Policy and Procedure. The lowest level at which a matter can be dealt with shall always be preferred.

Consequences for breach of this Code

Breaches of this Code are considered by EGA to be very serious, and disciplinary action (which may include termination of employment, and/or referral to relevant authorities) may arise, following appropriate investigations.

Breaches of this Code by Members and participants are also considered a serious matter and may lead to exclusion from participation where inappropriate conduct towards employees, volunteers and/or other participants is of a serious nature and/or ongoing. It may also lead to referral to relevant authorities following initial investigation by EGA.

Where to from here?

If after reading this Code you are unsure about your obligation in general or in relation to a specific situation, please discuss with James Gribble.