



Membership Code of Conduct

Safe feed for animals



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Membership Code of Conduct

The Membership Code of Conduct defines how Feed Ingredients and Additives Association of Australia members, Executive Committee and Sub-Committees are to relate to industry, government, employees, suppliers and the community and is a condition of membership. It applies to all members, irrespective of their membership type, the role they fulfil, or the jurisdiction in which they live or work.

Introduction

Compliance with the Code of Conduct will build trust between members and other parties.

Member businesses are to contribute positively to the animal feed manufacturing industry according to the objectives of the Feed Ingredients and Additives Association of Australia.

Among the aspirational concepts which this Membership Code of Conduct embraces are those of respect, responsibility, fairness, and honesty.

- **Respect:** is demonstrating a high regard for oneself, others, and the resources entrusted to them. An environment of respect engenders trust, confidence, and performance excellence by fostering mutual cooperation — an environment where diverse perspectives and views are encouraged and valued.
- **Responsibility:** is taking ownership for the decisions one makes or fails to make, the actions one takes or fails to take, and the consequences that result.
- **Fairness:** is making decisions and acting impartially and objectively. A member's conduct must be free from competing self-interest, prejudice, and favouritism.
- **Honesty:** is understanding the truth and acting in a truthful manner both in one's communications and in one's conduct.

Members will demonstrate to clients, the community and government that they uphold best practice principles, standards and a commitment to continuous improvement.

This can only be achieved by working within a Code of Conduct. Every Feed Ingredients and Additives Association of Australia member is an industry ambassador.

Authority

The authority of the Code is vested in the constitution, in particular the provisions relating to membership. In the event of an inconsistency, provisions contained in the Constitution take precedence over the Code.

Implementation

This Code of Conduct provides a common behavioural framework for all Feed Ingredients and Additives Association of Australia members. Together with the vision and mission it is a key part of the Feed Ingredients and Additives Association of Australia's culture.

The Code of Conduct is not intended to be all-encompassing. The Code of Conduct provides a set of guiding principles to incorporate with whatever additional local policies are required in businesses.

First and foremost the Feed Ingredients and Additives Association of Australia serves its members.

Member statement

As a member of the Feed Ingredients and Additives Association of Australia I will:

- contribute proactively to a safe feed and food industry by demonstrating sustainable practices.
- demonstrate commitment to best practice and continual improvement of the industry including participation in voluntary guidelines and accreditations.
- conduct my business in accordance with the laws and regulations of the State in which I operate.
- compete fairly in the markets in which I operate.

- work safely and apply industry best practice to the health, safety and wellbeing of employees, clients, suppliers and communities.
- aim to bring long-term benefits to the industry, rather than short-term advantage for individuals.
- co-operate with and support the Feed Ingredients and Additives Association of Australia to achieve its corporate objectives.
- show respect for the diverse range of people and cultures with whom I work and for their human rights.
- promptly pay membership fees as part of continued membership and keep my information updated.
- not be involved in corrupt practices, bribery, discrimination or similar improper behaviour.
- refrain from making representations (media, government, other) on behalf of the Feed Ingredients and Additives Association of Australia.
- act ethically and with integrity, decency and respect for other members, the community and the environment.
- perform and comply with any variation or amendments to the Membership Code of Conduct made at any time by the Feed Ingredients and Additives Association of Australia.

I recognise that if the Executive Committee of the Feed Ingredients and Additives Association of Australia determines that I have breached any principle of the Code of Conduct, my membership may be suspended or terminated by the Executive Committee, in accordance with the Articles of Association at its discretion.

Information

Please contact the Executive Officer for more information or any clarification on the code.

Should a member fail to meet the conditions in this Membership Code of Conduct, Feed Ingredients and Additives Association of Australia may, at its sole discretion, decide on the appropriate action to take. Feed Ingredients and Additives Association of Australia reserves the right to revoke membership that has been granted, in the event that a member violates the Membership Code of Conduct. The revocation proceedings are specified in the Articles of Association governing Feed Ingredients and Additives Association of Australia and provides protection of the rights of any individual who may be subject to revocation of membership.

Feed Ingredients and Additives Association of Australia reserves the right to update this Membership Code of Conduct.

By applying for membership to Feed Ingredients and Additives Association of Australia you indicate that you have accepted and will abide by the Membership Code of Conduct as published from time to time.

Adopted: 19 July 2019