



A1 BOARD CODE OF ETHICS AND PROPER PRACTICE

(Standards 1.2 Regulatory Compliance; 1.8 Information Systems)

Board Code of Ethics and Proper Practice

The Board is committed to the adoption of ethical conduct in all areas of its responsibilities and authority. In so doing it binds its members to the same principles and practices.

Board members:

1. Shall act honestly and in good faith at all times in the interest of the Serbian Community Welfare Association of Sa Inc. T/A Pennwood and its members/representatives, ensuring that all members, particularly those who are recipients of services, are treated fairly according to their rights.
2. Shall carry out their duties in a lawful manner, without selective favours on the basis of sex, age, race, ethnicity, religion, or wealth. and ensure that the Serbian Community Welfare Association of Sa Inc. T/A Pennwood carries out its business in accordance with the law and the terms of its own constitution.
3. Shall avoid conflicts of interests in as far as this is possible. Where such a conflict arises, the member/s concerned must act within the terms of the Board's Conflict of Interest Policy.
4. Shall be diligent, attend Board meetings (see Constitution) and devote sufficient time to preparation for Board meetings to allow for full and appropriate participation in the Board's decision making.
5. Shall observe the confidentiality of non public information acquired by them in their role as Board members and not disclose to any other person or organisation such information that might be harmful to the Serbian Community Welfare Association of SA Inc. T/A Pennwood.
6. Shall act in accordance with their trusted duties, complying with the spirit as well as the letter of the law, recognising both the legal and moral duties of the role.
- 7.

The Board:

8. Shall meet regularly to monitor the performance of management and the Serbian Community Welfare Association of Sa Inc. T/A Pennwood as a whole. To do this the Board will ensure that appropriate monitoring and reporting systems are in place and that these are maintained and utilised to provide accurate and timely information to the Board.

9. Shall ensure that there is an appropriate separation of duties and responsibilities between itself and the CE. 10. Shall ensure that the individual views of Board members are given due consideration and weight.

11. Shall ensure that members are provided with an accurate and balanced view of the Serbian Community Welfare Association of Sa Incorporated performance including both financial and service provision.

12. Shall regularly review its own performance as the basis for its own development and quality assurance. Individual Board members should also review their own performance with a view to ensuring a suitable contribution to Board deliberations and decision making and, if found lacking, should either pursue training or assistance to improve their performance or resign.

13. Carry out its meetings in such a manner as to ensure fair and full participation of all Board members.

14. Shall ensure that the assets of the Serbian Community Welfare Association of Sa Inc. T/A Pennwood are protected via a suitable risk management strategy.

15. Shall be loyal to the Board, abiding by Board decisions once reached.

16. Shall not do anything which in any way denigrates the Serbian Community Welfare Association of Sa Incorporated or harms its public image.

Chairperson of the Board



(Monica Belosevic)