BADMINTON AUSTRALIA CODE OF CONDUCT FOR DIRECTORS/COMMITTEES

Title:	Badminton Australia Code of Conduct (Directors / Committees)
Type of Policy	Governance
Last Review Date:	N/A
Version:	Badminton Australia Code of Conduct December 2025
Next Review Date:	December 2027
Responsible Person:	Chair, Governance Committee
Authority	Approved by the Board

1. Purpose of Code of Conduct

The purpose of this Code of Conduct is to outline the type of behaviour that Badminton Australia requires from its Directors and Committee members and sets out clear principles and guidelines for the ethical and professional conduct of Directors and Committee Members in effectively carrying out their responsibilities.

2. Who does this Code of Conduct apply to?

This Code of Conduct applies to:

- Badminton Australia Directors whenever they are acting in their capacity as a Badminton Australia Director..
- Badminton Australia Committee members whenever they are acting in their capacity on a Badminton Australia Committee.

3. Our Values

Directors and Committee members are critical cultural leaders of Badminton Australia and have a responsibility to role-model our values at all times. Our values are:

- Real collaboration: we plan together, we consult, we make decisions based on evidence.
- Achieving as a team: we support and inspire each other and we celebrate our achievements.
- Leadership drives us: we listen, we speak up, we are positive, we encourage each other to think differently.
- Lots of fun: we make our sport safe and fun as it breeds openness and trust.
- Yes to inclusion: we provide equitable access and opportunities, we work hard to include all.

4. General Principles

Directors and Committee Members of Badminton Australia must:

1. act honestly and in good faith in the interests of Badminton Australia as a whole

2. exercise the degree of care, skill and diligence that a reasonable person in a like position would

exercise in Badminton Australia'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 Badminton Australia and a Director/Committee member's personal interest or other duties

5. not disclose any information that is obtained through their position that is confidential, including post their term with Badminton Australia

6. disclose advantages or business opportunities acquired in the course of their office

7. prevent insolvent trading by Badminton Australia

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 Directors

9. be well prepared for Badminton Australia meetings

10. make reasonable enquiries at meetings to ensure that Badminton Australia is operating efficiently, effectively and legally towards achieving Badminton Australia's goals

11. undertake diligent analysis of all proposals and matters placed before the Directors and Committee members

12. acknowledge and embrace decisions of the Directors/Committee members when communicating with third parties, irrespective of their own personal views

13. treat colleagues, members and employees of Badminton Australia 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 Directors/Committee members and allow each a fair and reasonable opportunity to contribute to discussion and decision making

15. not engage in conduct that would likely bring discredit upon Badminton Australia or bring the Director/Committee member or Badminton Australia into disrepute, or would constitute conduct unbecoming of a Director/Committee member of Badminton Australia

16. not abuse, harass, bully, intimidate, discriminate, threaten or victimise other Directors, Committee members, colleagues, members and/or employees of Badminton Australia

17. comply with the content and themes of section 5 of this Code of Conduct regarding child safety

18. promote and encourage diversity, equality and inclusiveness in decision making and throughout Badminton Australia

19. at all times exemplify the Badminton Australia values and actively conduct themselves in a manner consistent with the critical statutory, cultural and leadership role of a Director/Committee member of Badminton Australia

20. comply with the spirit as well as the letter of the law and the principles in this Code of Conduct.

5. Child Safety

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

Directors and Committee 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 Badminton Australia's Safeguarding Children and Young People Policy (effective 1 January 2024).

6. Breach of the 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 Badminton Australia and the Director/Committee member may be liable for their actions under civil and criminal laws.

If a Director/Committee 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 of the Board, the Company Secretary or the Governance Committee Chair. 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.

With the exception of conduct that is prohibited under the National Integrity Framework (which shall be dealt with in accordance with the National Integrity Framework), the Badminton Australia Conduct and Disciplinary Policy applies to any breach under this Code of Conduct.

7. Review

This Code will be reviewed by the Board every two years, or earlier as required.

8. Director/Committee member Declaration

- I have read and understand the Badminton Australia Directors Code of Conduct
- 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 Badminton Australia
- I agree that I have an ongoing obligation to comply with the Badminton Australia Code of Conduct

Signature		***Date***