



## Code of Conduct

The SIA (Stormwater Australia) is the peak body for the Stormwater Sector. All members, staff and contractors of the SIA are required to sign and adhere to the SIA Code of Conduct (“Code”). By signing the SIA Code all signatories agree to conduct their activities with integrity, respect, transparency and accountability. This means they undertake to assist in the running of a well-managed organisation, to be financially transparent in all matters relating to the SIA, and to uphold the agreed set of values and principles in the work they undertake for and on behalf of the SIA. The Code aims to maintain and enhance standards throughout the SIA community, ensuring public confidence in the integrity of individuals and organisations comprising the SIA community and quality and effectiveness of SIA programs.

SIA members, employees and contractors and contractors are required, under the Code, to behave at all times in a way that upholds the SIA Values.

The Code requires that members and employees and contractors must:

- Behave honestly and with integrity in the course of SIA membership or employment;
- Act with care and diligence in the course of SIA membership or employment;
- When acting in the course of SIA membership or employment, treat everyone with respect and courtesy, and without harassment;
- Seek to enhance gender equity;
- In all of its activities and particularly their communications to the public, members and staff will accord due respect to the dignity, values, history, religion, and culture of the people with whom they work consistent with principles of basic human rights and environmental protection;
- At all times seek to uphold a Principle of fairness, to build on relationships that ensure fairness with regard to the common environment and life opportunities;
- At all times seek to uphold a Principle of care recognising that actions should be managed in a precautionary and responsible manner to protect the health and well-being of current and future generations and the environment;
- When acting in the course of SIA membership or employment, comply with all applicable Australian laws;
- Maintain appropriate confidentiality about dealings that the member or employee has with any government or industry representatives;
- Members and staff will oppose and not be a willing party to wrongdoing, corruption, bribery, or other financial impropriety in any of their activities. They shall take prompt and firm corrective action whenever and wherever wrongdoing is found among the SIA, paid staff, contractors, volunteers and partner Organisations;
- Disclose, and take reasonable steps to avoid, any conflict of interest (real or apparent) in connection with SIA membership or employment;
- Use SIA resources in a proper manner;

- Not provide false or misleading information in response to a request for information that is made for official purposes in connection with the member or employee's SIA membership or employment;
- Not make improper use of inside information, or the member or employee's duties, status, power or authority, in order to gain, or seek to gain, a benefit or advantage for the member or employee or for any other person;
- At all times behave in a way that upholds the SIA Values and the integrity and good reputation of the SIA;
- While on duty, at all times behave in a way that upholds the good reputation of the SIA as a peak body; and
- Comply with any other conduct requirement that is prescribed by the SIA Constitution or any other SIA policy.