



Policy201510205BCFcodeofconduct

BALI CHILDREN FOUNDATION LTD CODE OF CONDUCT- 2015

The Bali Children foundation [BCF] Chairman, and its boards members are committed to a policy and practice under which they recognize their obligations and practices which meet the Code of Conduct act

The Code is underpinned by a set of values which inform the behaviours of all ACFID's [Australian Council For International Development]. These values are:

- INTEGRITY- We act with honesty and are guided by ethical and moral principles in all that we do
- ACCOUNTABILITY – We take responsibility for our actions and are accountable to all our stakeholders, and in particular primary stakeholders, for our performance and integrity.
- TRANSPARENCY - We openly share information about our organisations and our work to all our stakeholders and to the public.
- RESPECT - We recognise the value and diversity of every person and are committed to treating others with due regard for their rights, dignity and integrity.
- EFFECTIVENESS - We strive to deliver outcomes that bring about positive change in the lives of people living in poverty.
- EQUITY - We are committed to overcoming prejudices and disadvantage and promoting fair and just access to resources and opportunities.
- COOPERATION - We work with and alongside others in a spirit of mutuality, respecting diversity and difference in the pursuit of common goals.

The Organization is known as: Bali Children Foundation LTD.

1. The Organization and its employees must, at all times, comply with all applicable laws and regulations. The Organization will not condone the activities of employees who achieve results through violation of the law or unethical business dealings. This includes any payments for illegal acts, indirect contributions, rebates, and bribery.
2. The Organization does not permit any activity that fails to stand the closest possible public scrutiny. All business conduct should be well above the minimum standards required by law of the Australian Government. Accordingly, employees must ensure that their actions cannot be interpreted as being, in any way, in contravention of the laws and regulations governing the Organization's operations.

3. The Organization expects its employees to conduct themselves in a professional and respectful manner at all times. Drinking, gambling, fighting, swearing, and similar unprofessional activities are strictly prohibited while on the job. Employees must not engage in sexual harassment, or conduct themselves in a way that could be construed as such, for example, by using inappropriate language, keeping or posting inappropriate materials in their work area, or accessing inappropriate materials on their computer.
4. Conflicts of Interest: The Organization expects that employees will perform their duties conscientiously, honestly, and in accordance with the best interests of the Organization. Employees must not use their positions or the knowledge gained as a result of their positions for private or personal advantage. Regardless of the circumstances, if employees sense that a course of action they have pursued, or are presently pursuing, or are contemplating pursuing may involve them in a conflict of interest with their employer, they should immediately communicate all the facts to their supervisor. Outside Activities, Employment, and Directorships:
5. All employees share a serious responsibility for the Organization's good public relations, especially at the community level. Their readiness to help with charitable, educational, and civic activities brings credit to the Organization and is encouraged. Employees must, however, avoid acquiring any activity or participating in any other activity outside the Organization that would, or would appear to:
6. Gifts, Entertainment, and Favors: Employees must not accept entertainment, gifts, or personal favors that could, in any way, influence, or appear to influence, business decisions in favor of any person or organization with whom or with which the Organization has, or is likely to have, business dealings. Similarly, employees must not accept any other preferential treatment under these circumstances because their positions with the Organization might be inclined to, or be perceived to, place them under obligation to return the preferential treatment.
7. Kickbacks and Secret Commissions: Regarding the Organization's business activities, employees may not receive payment or compensation of any kind, except as authorized under the Organization's business and payroll policies. In particular, the Organization strictly prohibits the acceptance of kickbacks and secret commissions from suppliers or others. Any breach of this rule will result in immediate termination and prosecution to the fullest extent of the law.
8. Organization Funds and Other Assets: Employees who have access to Organization funds in any form must follow the prescribed procedures for recording, handling, and protecting money as detailed in the Organization's policies and procedures or other explanatory materials, or both.
9. The Organization imposes strict standards to prevent fraud and dishonesty. If employees become aware of any evidence of fraud and dishonesty, they should immediately advise their supervisor or seek appropriate legal guidance so that the Organization can promptly investigate further. When an employee's position

requires spending Organization funds or incurring any reimbursable personal expenses, that individual must use good judgment on the Organization's behalf to ensure that good value is received for every expenditure.

10. Organization funds and all other assets of the Organization are purposed for the Organization only and not for personal benefit. This includes the personal use of organizational assets, such as computers.
11. Organization Records and Communications: Accurate and reliable records of many kinds are necessary to meet the Organization's legal and financial obligations and to manage the affairs of the Organization. The Organization's books and records must reflect in an accurate and timely manner all business transactions. The employees responsible for accounting and recordkeeping must fully disclose and record all assets, liabilities, or both, and must exercise diligence in enforcing these requirements. Employees must not make or engage in any false record or communication of any kind, whether internal or external, including but not limited to: False expense, attendance, production, financial, or similar reports and statements False advertising, deceptive marketing practices, or other misleading representations
12. Dealing With Outside People and Organizations: Employees must take care to separate their personal roles from their Organization positions when communicating on matters not involving Organization business. Employees must not use organization identification, stationery, supplies, and equipment for personal or political matters. When communicating publicly on matters that involve Organization business, employees must not presume to speak for the Organization on any topic, unless they are certain that the views they express are those of the Organization, and it is the Organization's desire that such views be publicly disseminated. When dealing with anyone outside the Organization, including public officials, employees must take care not to compromise the integrity or damage the reputation of either the Organization, or any outside individual, business, or government body.
13. Prompt Communications: In all matters relevant to customers, suppliers, government authorities, the public and others in the Organization, all employees must make every effort to achieve complete, accurate, and timely communications - responding promptly and courteously to all proper requests for information and to all complaints.
14. Privacy and Confidentiality: When handling financial and personal information about students or others with whom the Organization has dealings, observe the following principles:
 - Collect, use, and retain only the personal information necessary for the Organization's business. Whenever possible, obtain any relevant information directly from the person concerned. Use only reputable and reliable sources to supplement this information.

- Retain information only for as long as necessary or as required by law. Protect the physical security of this information.
- Limit internal access to personal information to those with a legitimate business reason for seeking that information. Use only personal information for the purposes for which it was originally obtained. Obtain the consent of the person concerned before externally disclosing any personal information, unless legal process or contractual obligation provides otherwise.

Signed by and on behalf of Bali Children Foundation LTD.

Paul Wheelton AM KSJ