



FAN is a member organisation dedicated to enabling a growing and resilient food and agribusiness industry by collectively driving the success of our members. At FAN we value collaboration, sharing, leadership and integrity.

To embrace this vision and purpose, all FAN members, employees and supporters participating in FAN events, projects or activities must conduct themselves professionally by acting with honesty and integrity, embracing all people with fairness and respect.

## In practice

The Code of Conduct respects the diversity of individuals within our community and addresses the shared responsibilities in building a safe and respectful environment. Discrimination, sexual and other forms of harassment, bullying, violence, aggression, and threatening behaviour are unacceptable and will not be tolerated by FAN.

Accordingly, FAN requires all members to conduct themselves in accordance with this Code of Conduct. The code outlines the obligations of Members, and applies to individual officers, employees, and volunteers serving on committees who are not associated with a member organisation.

## Member statement

Each member is deemed to make the following pledge:

- I/We will co-operate with and support FAN to achieve its strategic direction.
- I/We will behave in a professional manner and will uphold the values and reputation of FAN and the other organisations with which we interact.
- I/We will act ethically, with integrity and conduct business in accordance with the laws and regulations of the jurisdictions in which I/we operate.
- I/We will respect the human dignity of all individuals and groups we interact with, regardless of race, colour, sex, sexual orientation, gender expression, age, disability, size, appearance, religion or nationality.
- I/We will promote goodwill and work in collaboration with our network and industry.
- I /We will respect the confidentiality of sensitive information about FAN and its members.
- I /We will declare and manage any perceived and/or actual conflicts of interests in a timely manner.
- I/We will act at all times in the best interest of the food and agribusiness industry in our regions.
- I/We recognise that if the Board of FAN determines that I/we have breached any principle of the Code of Conduct, our membership may be suspended or terminated by the Board at its discretion.

Notwithstanding anything else set out in this Code of Conduct, the Board retains the right to amend this Code of Conduct, in its sole discretion and without requirement to give reason.

If a member is in doubt as to whether an activity or situation is in breach of the Constitution or Code of Conduct, after having made their own due enquiries, they may contact FAN at [members@foodagribusiness.org.au](mailto:members@foodagribusiness.org.au) for further information.

Be inclusive  
and collaborative



Act with honesty  
and integrity



Treat everyone  
with respect and fairness





At FAN, we're committed to fostering a thriving food and agribusiness industry. We believe that by working together, being transparent, and treating everyone with dignity and respect, we can collectively drive success for our members and contribute positively to the industry's growth and resilience. To uphold these values and ensure a positive environment for all involved, we have outlined these principles by which we operate as a network.

**Honesty and Kindness:** We value honesty and kindness above all. It's important for everyone to communicate truthfully and interact with compassion and understanding towards others.

**Zero Tolerance for Discrimination and Bullying:** Discrimination, bullying, harassment, and any form of violence or aggression have no place within our community. We're committed to creating an inclusive and supportive environment where everyone feels valued and respected, regardless of their background or identity.

**Compliance with Rules and Laws:** We expect all members to adhere to the rules and regulations set forth by FAN, as well as the laws and regulations of the jurisdictions in which they operate. This ensures ethical conduct and accountability within our community.

**Confidentiality and Trust:** Confidentiality is key to maintaining trust within our community. Members must respect the privacy of sensitive information about FAN and its members, safeguarding it from unauthorised disclosure.

**Transparent Conflict Management:** Transparency is essential in managing conflicts of interest. Members are encouraged to declare any perceived or actual conflicts of interest promptly, allowing for appropriate measures to be taken to address them.

**Industry-Centric Approach:** We encourage all members to prioritise the best interests of the food and agribusiness industry in their actions and decisions. By working collaboratively and fostering goodwill, we can drive positive change and innovation within our industry.

**Accountability and Consequences:** Upholding these guidelines is crucial for maintaining the integrity of our community. Any breaches of the code of conduct may result in disciplinary action, including suspension or termination of membership, as determined by the FAN Board.

**Open Communication and Support:** We're here to support our members and address any concerns or questions they may have. Open communication is encouraged, and members are welcome to reach out for guidance or clarification on any aspect of the code of conduct.

By adhering to these principles, we can create a supportive, respectful, and inclusive community that fosters the continued success and resilience of the food and agribusiness industry

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