



INTERNATIONAL BUSINESS COUNCIL OF AUSTRALIA INC

Code of Ethics and Code of Conduct

Introduction

The International Business Council of Australia Inc (IBCA) is committed to upholding the highest standards of ethical behaviour, professionalism, and accountability. This Code of Ethics and Code of Conduct has been adopted by the organisation to serve as a guiding framework for all members, volunteers, and stakeholders.

The document is designed to:

- Establish clear principles of ethical conduct.
- Protect the integrity and reputation of IBCA.
- Provide guidance on professional responsibilities and expected behaviour.
- Ensure compliance with applicable laws, regulations, and organisational policies.

Every member of IBCA is expected to familiarise themselves with this document and conduct themselves in a manner consistent with its provisions. Failure to adhere to these standards may result in disciplinary action as determined by the Executive Committee.

Part I: Code of Ethics (Core Values)

Preamble

The Code of Ethics represents the values that underpin IBCA's vision, mission, and operations. These principles serve as a moral compass for decision-making and guide how IBCA interacts with its members, partners, and the broader community.

1. Integrity

IBCA commits to the highest standards of integrity in all actions. Honesty, transparency, and truthfulness will guide all communications and dealings with stakeholders.

2. Accountability

Members accept responsibility for their decisions and the impact those decisions have on the organisation, its mission, and its members.

3. Transparency

IBCA is committed to openness in governance and financial management. Decisions and operations will be accessible to stakeholders, within the bounds of legal and confidentiality obligations.

4. Fairness

All individuals will be treated with impartiality and respect. Decisions will be objective, free from bias, and equitable to all stakeholders.

Part II: Code of Conduct

Preamble

The Code of Conduct sets out the behavioural standards expected of IBCA members and volunteers. It ensures a respectful, professional, and ethical environment, safeguarding the reputation and operational integrity of the organisation.

1. Professionalism and Respect

- All members must act with courtesy, respect, and professionalism.
- Harassment, discrimination, bullying, or any form of disrespectful behaviour will not be tolerated.

2. Conflict of Interest

- Members must act solely in the best interests of IBCA.
- Personal or family interests must not interfere with professional responsibilities.
- Any actual or potential conflicts must be declared promptly to the President or Executive Committee.

3. Confidentiality

- Members must protect all confidential information relating to IBCA, its members, and operations.
- Such information must not be disclosed to unauthorised parties or used for personal advantage.

4. Use of Organisational Assets

- All organisational assets, including funds, property, and intellectual property, must be safeguarded and used responsibly.
- Assets may only be utilised for legitimate business purposes aligned with IBCA's objectives.

5. Compliance with Laws and Policies

- Members are required to comply with all applicable local, state, and federal laws.
- All organisational rules, policies, and procedures must be observed.

6. Reporting Violations

- Members are encouraged to report breaches of this Code in good faith and through designated reporting channels.
- Reports may be made without fear of victimisation or retaliation.

Significance

This document serves as both a statement of values and a binding code of conduct for all members of the International Business Council of Australia Inc. It reflects the organisation's commitment to ethical governance, responsible leadership, and professional excellence in all activities.

By becoming a member of IBCA, each individual agrees to abide by these principles and uphold the integrity of the Council.

Adoption and Acknowledgement

This Code of Ethics and Code of Conduct was formally adopted by the Executive Committee of the International Business Council of Australia Inc on **07/09/2025**.

Acknowledgement:

All members are required to acknowledge in writing that they have read, understood, and agree to comply with this Code.

