



Australian Government
Coal Mining Industry
(Long Service Leave Funding) Corporation



CODE OF
CONDUCT

COAL LSL

Acknowledgement of Country

Coal LSL acknowledges the Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the Elders past and present.

A MESSAGE FROM OUR CEO AND OUR CHAIR

It is a privilege to manage one of the most generous long service leave programs in Australia. Our purpose – to connect eligible employees of the Australian black coal mining industry with their long service leave benefits – is as relevant today as it was when our journey began more than 75 years ago.

Key to upholding the trust placed in us is our Code of Conduct. Underpinned by our TORCH Values, the Code sets out the standards of behaviour and decision-making that we hold each other accountable to, creating a shared understanding of how we show up, treat others, and make decisions at work. These expectations guide how we perform our duties and how we contribute to a respectful, inclusive and accountable organisation.

‘Our Code of Conduct is more than a set of rules. It’s a reflection of who we are, how we show up and what we stand for.’

All of us share responsibility for adhering to this Code of Conduct in our daily work, and to speak up if we see behaviour that doesn’t align with it. This is how we nurture a workplace where everyone feels empowered to achieve their full potential and meaningfully contribute to the realisation of our purpose.



– Darlene Perks, CEO

A handwritten signature in black ink, appearing to read 'D Perks'.

‘Integrity is how we honour our purpose and our people; this Code affirms the standards that we hold ourselves to in every decision, every interaction, every day.’



– Christina Langby, Chair

A handwritten signature in black ink, appearing to read 'C Langby'.



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INTRODUCTION

The Coal Mining Industry (Long Service Leave Funding) Corporation (Coal LSL) is a corporate Commonwealth entity (CCE) established by the [Coal Mining Industry \(Long Service Leave\) Administration Act 1992](#) (Administration Act) and subject to the [Public Governance, Performance and Accountability Act 2013](#) (PGPA Act).

Our Code of Conduct (the Code) has been created to set out the standards of ethics and behaviours we expect. It is adopted to meet the general duties requirements of the PGPA Act.

Purpose of the Code

The Code translates our legal obligations, values, and behaviours into practical guidance for how we do things. The intent of the Code is to foster a respectful, inclusive and accountable workplace culture that supports us to realise our purpose of connecting eligible employees with their long service leave benefits.

The Code sets out expectations for how we interact, solve problems and make ethical decisions. It reinforces the importance of acting with integrity, honesty, transparency, and respect in all dealings – both internally and externally.

By establishing a shared understanding of acceptable conduct, we promote trust and strengthen our reputation as a regulator, administrator, and investment manager of the Scheme.

Scope of the Code

The Code applies to our directors and staff members (our people). We expect our consultants, contractors and service providers to comply with the Code when they are working with us unless their contractual arrangements expressly provide otherwise.

The Code applies every day, in every decision we make, and in any way our actions can affect Coal LSL's reputation. This means the Code extends to outside work hours where your conduct may affect your employment, such as work-related social events, using social media or attending conferences.



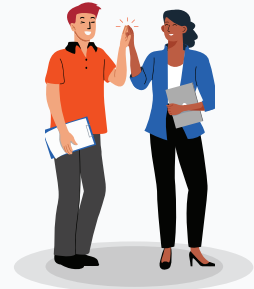
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OUR RESPONSIBILITIES UNDER THE CODE

All of us share responsibility for upholding this Code, not just because we are required to, but because concepts like integrity, transparency and respect are part of our fabric, woven into our values and culture, and are essential to maintaining trust and confidence in the fulfilment of our purpose.



Everyone is expected to uphold the Code in our daily responsibilities, and to speak up if we see behaviour that doesn't align with our Code.



Our leaders and managers have a critical role in nurturing a values-led culture by role-modelling the Code, embedding it in everyday work, and fostering a safe environment where everyone feels supported to raise concerns.

Board members, executives, and governance bodies carry additional responsibilities to set the tone, showcase the Code in action and oversee the policies and accountability systems that make the Code effective across the organisation.

External partners, including contractors and service providers must act in alignment with our values when representing or working with us, ensuring consistent standards wherever we deliver.



DUTIES UNDER THE CODE



Our duties

Coal LSL is a corporate Commonwealth entity, part of the Australian Government. We have a duty, established by the government, to manage the portable long service leave scheme for employees working in Australia's black coal mining industry. Our duties are obligations all our people must follow when performing functions or discharging their duties.

Our people must

- Act with care and diligence
- Act honestly, in good faith and for a proper purpose
- Act impartially and apolitically
- Disclose and manage material personal interests
- Use their position for a proper purpose
- Use information for a proper purpose



Duties of directors

The Board of Directors are the accountable authority of Coal LSL. They are responsible for ensuring the organisation is managed effectively, ethically, and in compliance with all applicable laws and regulations, while safeguarding the interests of its stakeholders. Our directors therefore have additional duties.

Our directors must

Govern Coal LSL in a way that promotes:

- the proper use of public resources for which we are responsible
- connecting eligible employees with their long service leave benefits
- our financial sustainability.

Establish and maintain systems relating to risk and control and provide appropriate oversight of these systems. They must implement measures to ensure our people comply with the *PGPA Act*.

Encourage cooperation with others to achieve common goals.

When imposing requirements on others, take into account the risks and effects in relation to the use or management of public resources.

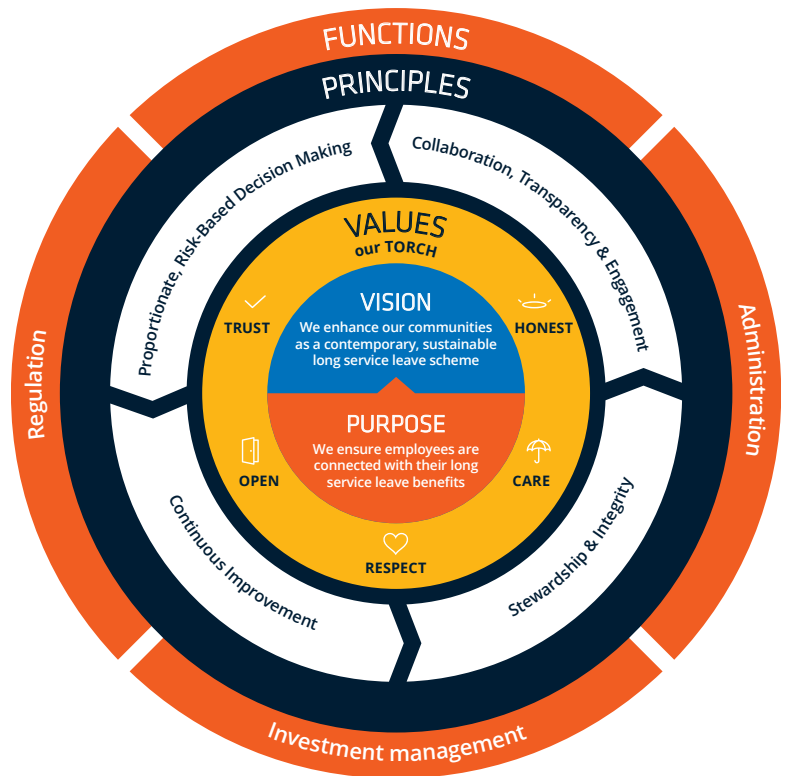
Keep the responsible Minister and Finance Minister informed of our activities and provide any documents, reports or information related to those activities to the responsible Minister and Finance Minister as they require.

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OUR STRATEGIC ALIGNMENT MODEL (SAM)

SAM is our anchor. It describes who we are and provides clarity around why we do what we do and how we do it – that’s why our purpose and vision are at the centre.

We are committed to ensuring that everything we do supports our purpose and helps us achieve our vision, while meeting our obligations as a regulator, investment manager and administrator.



Our TORCH Values

Our TORCH Values reflect the beliefs and principles that are most important to us as an organisation. They guide our interactions with each other, stakeholders and the community.

TRUST

OPEN

RESPECT

CARE

HONEST

We act with **integrity**, **accountability** and **consistency** by saying what we do and doing what we say.

We listen with **curiosity** and communicate with **transparency** to set **expectations** and guide outcomes.

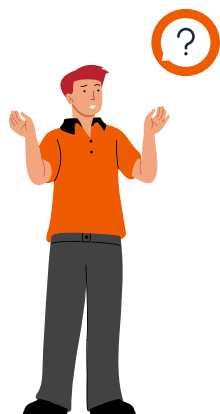
We value **diversity** of thought and appreciate the **contributions** of our people in carrying out an **important role** in our community.

We promote **wellbeing** and empower our people to work **together** to have a meaningful impact.

We value respectful **candour** in a safe space to foster **genuine and courageous** interactions.

5 OUR KEY QUESTIONS

If unsure,
ask yourself:
Is it **legal**?
Is it **ethical**?



We all make decisions every day, whether they are big or small. The things we consider in coming to those decisions are fundamental to maintaining trust, integrity and accountability.

Our policies and guidelines provide important direction; they cannot anticipate every situation. That's why we rely on the judgement of our people to make decisions that reflect our values and uphold our reputation.

To support this, use the following sense check. These questions are designed to help clarify the appropriate action when it may not always be immediately obvious.

CAN YOU ANSWER 'YES' TO ALL OF THE BELOW?

Would I feel comfortable if this were made public?

Does it align with our SAM and TORCH Values?

Am I complying with Coal LSL's policies and procedures?

Do I understand the broader impact on eligible employees, employers and other stakeholders?

NO/NOT SURE

If you've answered 'No' or 'Not sure' to one or more of these questions you should talk to your leader.

If this doesn't feel right or you both require further support, seek advice from one of the following:

- SLC
- ELT
- HR business partner
- Governance, Risk and/or Compliance

YES

If you've answered 'Yes' to all the questions, then it's likely you are aligned to the Code of Conduct.



SPEAKING UP



We all have a responsibility to ourselves and others to be open and honest when things do not go to plan. Taking accountability or being courageous to speak up when you see or hear something that doesn't feel right are fundamental to making Coal LSL a safe and ethical place to work.

Our leaders play a vital role by setting the tone and reinforcing the standards of our Code. They address conduct in a fair, reasonable and consistent manner when it is not aligned to our Code.

Reporting misconduct

Misconduct is behaviour that is inconsistent with the Code, our policies, lawful and reasonable directions, contractual obligations or accepted standards.

Serious misconduct – is conduct that is wilful, deliberate or negligent and that is inconsistent with the continuation of the employment contract. It is also conduct that causes serious and imminent risk to the health and safety of a person or to our reputation or viability.

Serious misconduct includes theft, fraud, assault, sexual harassment, intoxication at work and refusal to carry out lawful and reasonable instructions consistent with the employment contract.

Where you witness or suspect a breach of the Code or one of our policies you should report the matter.

Concerns or misconduct can be raised:

- to your manager or a leader
- the HR Operations (HR ops)
 - in person
 - via email: hr@coalssl.com.au
- via the [Grievance and Misconduct Form](#) on Folio
- by raising an operational incident.

You can refer to the [Misconduct Guideline](#) for details on how and where to raise matters of misconduct.



Public Interest Disclosure

Where you suspect serious wrongdoing such as corruption, maladministration, or something counter to our duties, you may be able to make a Public Interest Disclosure.

Public Interest Disclosure may be made:

- to your manager or a leader
- to an Authorised Officer
- to the CEO
- or via the [Public Interest Disclosure form](#).

You should refer to the [Public Interest Disclosure Guideline](#) for details on what constitutes a Public Interest Disclosure, eligibility to make a disclosure and other avenues for reporting.

Speaking up for others

We trust and care for the wellbeing of others. Where we witness or suspect someone is being bullied, unlawfully discriminated against or harassed we take courageous action to help.

If you are confident to take safe and effective action to support someone then there is greater possibility that behaviour will stop.

If you do not feel safe or confident to intervene in the moment, you should report the behaviour so appropriate action may be taken.

Protection against victimisation

We are committed to the wellbeing of our people and promoting a culture that encourages candour and courageous interactions.

Our people are able to speak up or help others to do so, without being treated unfavourably in return. Unfavourable treatment may be considered victimisation and is unlawful.

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OUR EXPECTED STANDARDS OF BEHAVIOUR



We are values-led in everything we do. We are committed to providing and maintaining a workplace free of inappropriate behaviour.

Our expected standards of behaviour outline matters of conduct that are imperative to fostering a safe and respectful workplace.

They are not a comprehensive reflection of how we encourage our people to interact, for that, we are guided by our [TORCH Values](#).



Bullying, unlawful discrimination, harassment and sexual harassment

We do not accept bullying, unlawful discrimination, harassment or sexual harassment (including sex or gender-based harassment). We are committed to a safe, respectful, and inclusive workplace where people's wellbeing comes first. We respond to reports of these behaviours with care, using a person-centred and trauma-informed approach.

We are all expected to contribute to a positive and psychologically safe workplace by:

- treating others with respect and valuing diversity - including in recruitment and selection processes
- being courageous and speaking up or speaking up for others
- acting with care and working together to promote wellbeing.

Bullying, unlawful discrimination and harassment (including sexual harassment) doesn't have to be face-to-face. It can also occur over the phone, via email, instant messaging or other electronic means.

Bullying

Bullying is repeated and unreasonable behaviour directed towards a person or group of people that creates a risk to their health and safety.

Bullying is not always obvious; it may be subtle. Some examples of bullying include:

- abusive or offensive language or comments
- aggressive and intimidating behaviour
- belittling or humiliating comments
- practical jokes or initiation rituals
- unjustified criticism or complaints
- deliberately excluding someone from workplace activities
- withholding information that is needed for work.

Reasonable management action undertaken in a reasonable way is not considered bullying. You may feel bullied when your leader takes performance or disciplinary action, however this may be considered reasonable management action provided it is carried out in accordance with our policies and guidelines.

Some examples of reasonable management action include:

- taking disciplinary action for misconduct
- starting performance management processes
- asking someone to perform reasonable duties as part of their job
- telling someone their behaviour at work is not appropriate.

Unlawful discrimination

When someone is being discriminated against, it means they're being treated badly or unfairly because of a personal characteristic protected by law.

Unlawful discrimination might look like taking the following actions against a person or people because of a protected attribute:

- demoting or dismissing someone
- injuring someone at work
- refusing to employ a prospective candidate
- discriminating between one person and other people
- applying policies that disadvantage certain groups.

Treating someone differently is not necessarily unlawful discrimination. Sometimes different approaches are needed to achieve fair access. We may use special measures to promote genuine equality, consistent with merit and the law.

Special measures might look like:

- reserved or identified positions for underrepresented groups
- targeted recruitment or advertising initiatives
- providing access to facilities, services or goods that meet people's needs.





Harassment including sexual harassment and sex- or gender-based harassment

We all have the right to feel safe at work and be free from harassment, including sexual harassment and sex- or gender-based harassment.

We have a legal obligation to eliminate this sort of conduct as it is unacceptable and against the law. In line with our positive duty, we also take proactive steps to prevent this conduct and promote a safe and respectful workplace.

Harassment is any unwelcome behaviour which is likely to offend, humiliate or intimidate. Harassment (including sexual harassment and sex- or gender-based harassment) doesn't have to be repeated or continuous. It can be a one-off incident.

While anyone can experience harassment, certain groups of people may be more likely to experience harassment due to underlying drivers of inequality.

People are more likely to experience harmful behaviours because of their sex, gender, sexuality, age, cultural or ethnic background, and disability.

Harassment might look like:

- offensive jokes about people from a particular racial or religious group
- insulting comments about someone's disability
- taunting someone because of their age.

Sexual harassment is any unwelcome sexual behaviour which is likely to offend, humiliate or intimidate. It has nothing to do with mutual attraction or friendship.

Sexual harassment might look like:

- unwelcome physical touching
- staring or leering
- unwanted requests to go out on dates
- emailing pornography or rude jokes
- intrusive questions about your private life or body.

Using and protecting information responsibly

Confidentiality

We hold and manage a range of information, that each of us need access to when performing our roles. This information needs to be managed appropriately, handled with care, kept confidential and in accordance with our record-keeping requirements.

We balance confidentiality with our values of Trust and Open, sharing information only when authorised or required.

Refer to the [IT Acceptable Use Policy](#) and [Information Management Policy](#) for more details on confidentiality.

Privacy

We respect privacy and we ensure personal information and data is kept secure and used responsibly. You must protect the personal and health information we may hold for any individual.

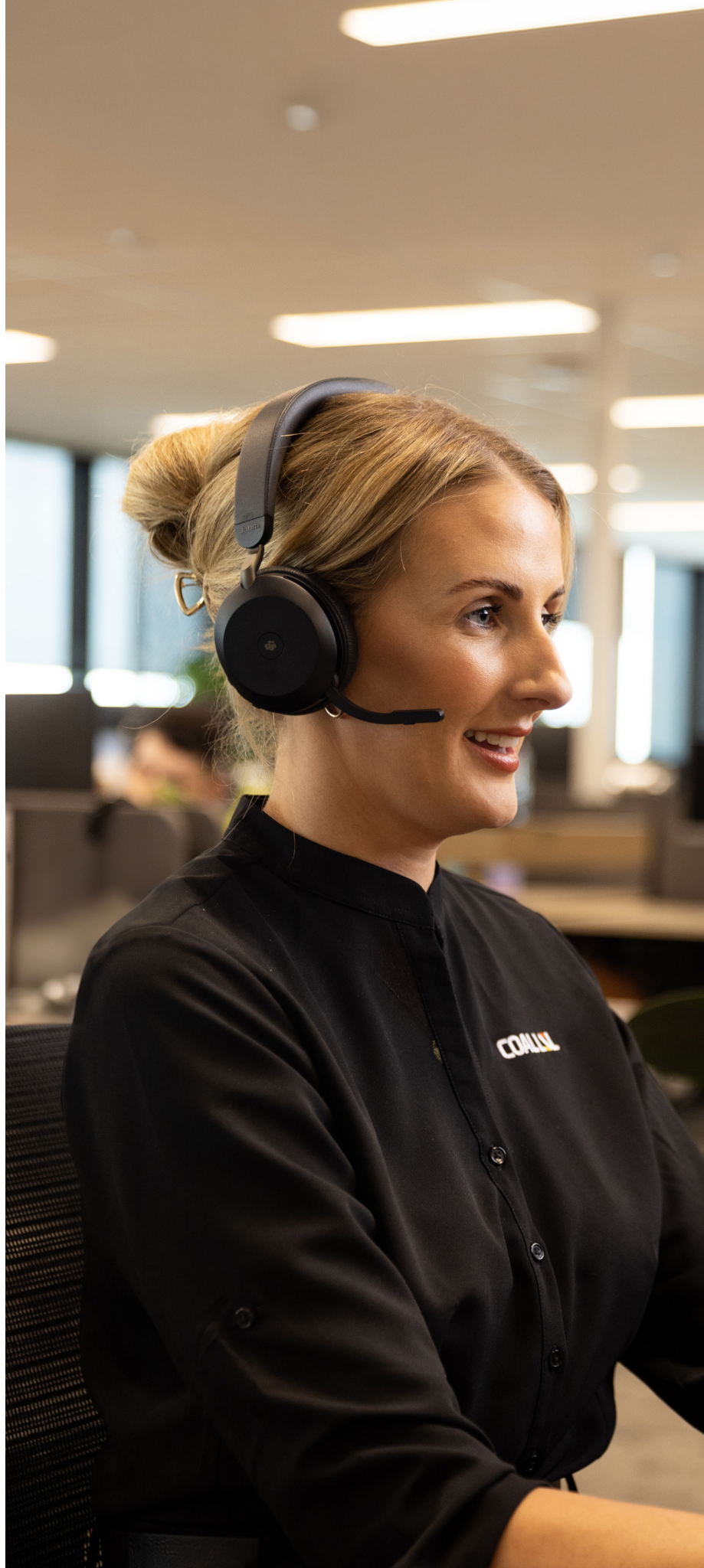
Refer to the [Privacy Policy](#) for details on what is personal and health information and how we manage and respect privacy.

Records management

Keeping accurate records of our decisions and actions helps make sure services are delivered in a way that's effective and transparent.

You must understand and comply with record-keeping requirements and not destroy information without approval under an authorised records authority.

Refer to the [Information Management Policy](#) for more details on records and records management.



Acting with integrity and fairness



Conflicts of interest

A conflict of interest is a situation where personal interests may interfere with our ability to perform our official duties impartially.

It is not necessarily unethical to have a conflict of interest. However, you should avoid placing yourself in conflicting situations where possible. Disclosing conflicts is important, if you are in doubt about whether a conflict exists, you should declare it.

Refer to the [Conflicts of Interest Policy](#) and the [Conflicts of Interest Guideline](#) which details what is a conflict of interest, how to declare one and how to manage conflicts.



Gifts and benefits

Maintaining high quality relationships with employees, employers, service providers and various other stakeholders is essential to our purpose. Sometimes we might offer or receive tokens of appreciation, hospitality or other benefits.

If we offer or are offered a gift, benefit, or hospitality we must declare it.

Refer to the [Conflicts of Interest Policy](#) and the [Gifts and Benefits Guideline](#) which details how to declare gifts and benefits as well as what to do when you offer or are offered a gift or benefit.



Public comment

We must all act in a way that upholds our TORCH Values and maintains our integrity and good reputation as a corporate Commonwealth entity, including when we are making public comment.

You can only make public comment on our behalf when you are authorised to do so. Public comment may be made in forums such as:

- public speaking engagements
- radio, television or podcast interviews
- social media, blogs or other social networking sites
- correspondence with the press
- academic or professional journals.

Engaging in robust discussion is an important part of open government, our people may make public comment in a personal capacity provided it does not:

- affect public confidence in us
- damage our reputation or brand
- affect your ability to complete your duties in an apolitical or impartial manner
- appear to be made on our behalf.

Refer to the [Social Media Policy](#) for further details on making public comment and the use of social media in a personal capacity.



Recruitment

Our recruitment processes are based on merit to ensure fairness and transparency. This means, each candidate is assessed based on their skills, experience and ability to perform the position.

If you are involved in recruitment, you are required to:

- not use your position to benefit yourself or someone else
- declare any actual, potential or perceived conflict of interest and work with your manager and HR Operations to resolve any conflict.

When participating in or planning to be part of a recruitment process, you should refer to the [Recruitment, Selection and Appointment Policy](#) for more details on merit-based selection and your role.



Risk management

We all have a part to play in managing risk. We do this by identifying, assessing, and mitigating risk early, with the intent to safeguard our people, assets and reputation.

You should consider risks in your daily work and decision making. In practice this looks like:

- reporting risks, incidents, or issues when they are identified
- talking to your manager when you are unsure.

Our [Risk Management Policy](#) details who is responsible for managing and assessing risk and the process for reporting risks, incidents and issues.



Use of public resources

We are responsible for ensuring the efficient, effective and prudent use of public resources. You must use public resources for a proper purpose and not for your own personal gain or benefit.

Public resources include money, goods, services, vehicles, office equipment, official records, office premises, telephones or other telecommunication devices and computers.

The time you spend at work is also a valuable public resource and must be used to contribute to our organisational goals and the requirements of your role.



Procurement

When we procure public resources, we do so in an efficient, effective and economical way, minimising cost and maximising value.

If you are involved in procurement, you are required to:

- not use your position or access to government resources to benefit yourself or someone else
- declare any actual, potential or perceived conflict of interest and work with your manager and Procurement to resolve any conflict.

When procuring or planning to procure you should refer to the [Procurement Policy](#) for further details on applying this standard.



Operating responsibly and safely

Workplace health and safety (WHS)

We are committed to providing and maintaining a safe and healthy place to work. We all have a shared responsibility to keep ourselves and others safe and well at work.

All our people are expected to contribute to a psychologically and physically safe environment, including treating others with respect, speaking up about safety concerns and supporting a culture where safety is valued.

Some of our people have additional requirements related to WHS, such as the Board of Directors, Executive Leadership Team, Senior Leadership Cohort, Team Leaders, Health and Safety Representatives and other prescribed roles.

We are committed to supporting our people with reasonable adjustments to work where you have an injury, illness, health condition, or where health or accessibility needs require specific attire (such as medical footwear or support garments). You can find out more in the [Rehabilitation and Injury Management Guideline](#) for what to do.

You can find out more information about your WHS responsibilities, including how to report risks or incidents, and our approach to managing work health and safety in the [WHS Policy](#).

Workplace attire

We hold ourselves to a standard of professionalism that reflects our TORCH Values and our reputation. A corporate casual standard of dress is generally acceptable.

We encourage you to *dress for your day*, meaning that you wear appropriate attire for your position, the people you are engaging with, and the setting you are in. When representing us externally, or meeting with external stakeholders, our uniform or a more formal standard is appropriate.

Your clothing must always be neat, clean and safe. Clothing that is offensive, overly revealing, or carries political or inappropriate slogans or imagery is not acceptable. This includes things like activewear, beachwear, thongs or other footwear unsuitable for a professional environment.

We respect the cultural and religious diversity of our people. Clothing worn for cultural or religious reasons is welcomed and supported.

If you are unsure whether your attire is appropriate (such as for stakeholder meetings, external engagements or remote video calls) you should seek guidance from your manager.

You should refer to the Intranet for further detail on corporate uniform options and the associated allowances.

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DEFINITIONS

Our people – directors and staff members.

Duties – the general duties of accountable authorities and general duties of officials listed in the *Public Governance, Performance and Accountability Act 2013*.

Impairment – physical or behavioural changes that affect our ability to work safely, putting ourselves and others at risk of injury. These changes could look like:

- impaired judgement, thinking and decision making
- decreased motor co-ordination, reaction time and sensory perception
- psychological or stress-related effects such as mood swings or personality changes.

Material personal interest – a private or non-work interest that could realistically affect how a person carries out their duties. It must be more than a remote or theoretical possibility and have capacity to influence decision-making.

Protected attribute – refers to characteristics protected under anti-discrimination legislation, including but not limited to:

- age
- race
- colour
- national or ethnic origin
- sex
- sexual orientation
- gender identity
- intersex status
- marital or relationship status
- pregnancy or potential pregnancy
- breastfeeding
- family or carer's responsibilities
- disability, including mental health conditions
- infectious disease
- religious belief or activity
- political opinion or activity
- irrelevant criminal record
- defence service or veteran status
- experiencing (or having experienced) family and domestic violence.
- registrable maintenance liability (e.g. child support).

Reasonable management action – actions taken by a manager to direct the way work is carried out, including setting performance goals, providing feedback and addressing misconduct, provided these actions are carried out in a lawful and reasonable way.

Service provider – any entity that provides goods or services to us directly.

Sexual harassment – any unwelcome sexual behaviour which is likely to offend, humiliate or intimidate. It has nothing to do with mutual attraction or friendship. Sexual harassment doesn't have to be repeated or continuous. It can be a one-off incident.

Sex- or gender-based harassment – any unwelcome conduct of a seriously demeaning nature based on a person's sex or gender identity which is likely to offend, humiliate or intimidate.

Special measures – refers to actions permitted under anti-discrimination law to achieve substantive equality for disadvantaged or underrepresented groups.

Staff members – refers to all Coal LSL employees, including full-time, part-time, fixed/maximum term and casual employees.

Stakeholders – refers to all stakeholders who interact with us e.g. employees, employers, auditors, government, industry bodies, media and the general public.

Trauma informed – an approach that recognises that people may have experienced trauma that affects how they think, feel and work. A trauma-informed approach promotes safety, trust, choice, collaboration and empowerment when responding to workplace matters.

Unlawful discrimination – the unfavourable treatment of a person or group of people based on a protected attribute.

Vexatious or malicious claim – an allegation made deliberately to mislead or harm another person without a genuine belief that misconduct occurred.

Victimisation – treating someone unfavourably because they have complained about discrimination, harassment or bullying, or because they supported someone who made such a complaint. Conduct which constitutes victimisation is unlawful.

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BREACH OF THE CODE

If you suspect a breach of the Code, you should refer to the [Speaking up section](#) of the Code for your options to make a report.

Failure to comply with the Code may be considered misconduct. Reports of suspected breaches will be assessed, and where appropriate managed under the [Misconduct Guideline](#), [Grievance Guideline](#) and [Investigation Guideline](#).

The outcome of a breach will depend on the nature and seriousness of the behaviour and may include anything from remedial action to disciplinary steps, or referral to relevant authorities where a criminal offence is suspected.

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REVIEWING AND REPORTING

The Board will be informed of all significant breaches of the Code and the corresponding actions taken. We will review and update the Code at least every two years, or more frequently if significant change in systems, legislation, or functions warrant it, and will consult with our people during major revisions.

Administration and approvals

The following roles and positions have responsibilities for maintaining and overseeing the Code:

Board	• Approves the Code of Conduct • Sets the expected organisational culture • Ensures compliance with legislative obligations and directors' duties
Audit, Risk and Compliance Committee (ARCC)	• Oversees corporate behaviours and frameworks • Monitors compliance with the PGPA Act and Rule • Reviews reports on misconduct
People and Culture Committee (PACC)	• Reviews breaches of the Code • Considers proposed amendments • Ensures appropriate action has resulted from reported breaches
Chief Executive Officer (CEO)	• Sets and demonstrates the organisational culture expected under the Code • Ensures the Code is embedded
Chief Operating Officer (COO)	• Establishes and maintains the Code • Ensures training and reporting systems are in place • Oversees administration of the Code
General Manager, People Operations	• Provides training and support • Manages escalated incidents of inappropriate behaviour • Maintains records of non-compliance • Reports to the Board and committees • Ensures the Code remains compliant and current
Executive Leadership Team	• Reviews proposed amendments • Ensures alignment with our SAM and TORCH Values

11

ESSENTIAL DOCUMENTS

This Code is supported by:



[Grievance
Guideline](#)



[Investigation
Guideline](#)



[Managing
Underperformance
Guideline](#)



[Misconduct
Guideline](#)



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REFERENCES AND RELATED DOCUMENTS



The Code references the following legislation:

- *Age Discrimination Act 2004*
- *Anti-Discrimination Act 1977 (NSW)*
- *Australian Human Rights Commission Act 1986*
- *Child Support (Registration and Collection) Act 1988*
- *Coal Mining Industry (Long Service Leave) Administration Act 1992*
- *Crimes Act 1914*
- *Defence Reserve Service (Protection) Act 2001*
- *Disability Discrimination Act 1992*
- *Fair Work Act 2009*
- *Public Governance, Performance and Accountability Act 2013 (PGPA Act)*
- *Public Governance, Performance and Accountability Rule 2014 (PGPA Rule)*
- *Public Interest Disclosure Amendment (Review) Act 2023*
- *Racial Discrimination Act 1975*
- *Public Interest Disclosure Act 2013*
- *Sex Discrimination Act 1984*

The Code references the following Coal LSL documents:

- [Conflicts of Interest Policy](#)
- [Conflicts of Interest Guideline](#)
- [Fraud and Corruption Policy](#)
- [Gifts and Benefits Guideline](#)
- [Information Management Policy](#)
- [IT Acceptable Use Policy](#)
- [IT Security Policy](#)
- [Procurement Policy](#)
- [Privacy Policy](#)
- [Public Interest Disclosure Guideline](#)
- [Recruitment, Selection and Appointment Policy](#)
- [Risk Management Policy](#)
- [Social Media Policy](#)
- Strategic Alignment Model (SAM)
- [Work Health and Safety Policy](#)

The Code references the following best practice guidelines:

- [Good practice guidelines for internal complaint processes – Australian Human Rights Commission](#)
- [Guidelines for Complying with the Positive Duty under the Sex Discrimination Act 1984\(Cth\) – Australian Human Rights Commission](#)
- [Information Guide on the Positive Duty under the Sex Discrimination Act 1984 \(Cth\): Relevant Unlawful Conduct, Drivers, Risk Factors and Impacts – Australian Human Rights Commission](#)
- [Policy and strategy guidance: Sexual harassment, harassment on the ground of sex and discrimination – Workplace Gender Equality Agency](#)



COALLSL



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