



## NSW Water Ski Federation Director Code of Conduct

### 1. Purpose of Code of Conduct

The purpose of this Code of Conduct is to outline the type of behaviour that NSW Water Ski Federation requires from its Directors and set out clear principles and guidelines for the ethical and professional conduct of Directors in effectively carrying out their responsibilities.

### 2. Who does this Code of Conduct apply to?

This Code of Conduct applies to NSW Water Ski Federation Directors whenever they are acting in their capacity as an NSW Water Ski Federation Director.

### 3. Our Values

Directors are critical cultural leaders of NSW Water Ski Federation and have a responsibility to role-model our values at all times. Our values are:

#### Core Values of the NSW Water Ski Federation

##### 1. Integrity

We are committed to fairness, transparency, and accountability in all our actions, fostering trust among our members, partners, and the broader community.

##### 2. Safety

We prioritise the safety and wellbeing of all participants through education, compliance, and continuous improvement of safety practices on and off the water.

##### 3. Excellence

We support and promote the pursuit of personal and sporting excellence across all disciplines of water skiing—from grassroots to elite levels.

##### 4. Inclusivity

We believe water skiing is for everyone. We are dedicated to creating an inclusive, welcoming environment that encourages participation across all ages, abilities, genders, and backgrounds.

##### 5. Community

We foster a strong sense of camaraderie and connection within our water skiing community and work collaboratively with clubs, coaches, officials, and volunteers across NSW.

##### 6. Respect

We promote respectful behaviour in competition, training, and governance, valuing the contributions and voices of all individuals involved in our sport.

##### 7. Stewardship

We are committed to the responsible use and protection of our waterways and facilities to ensure a sustainable future for the sport and its environment.

#### **4. General Principles**

Directors of NSW Water Ski Federation must:

1. act honestly and in good faith in the interests of NSW Water Ski Federation as a whole
2. exercise the degree of care, skill and diligence that a reasonable person in a like position would exercise in NSW Water Ski Federation's circumstances
3. exercise powers granted to them honestly and for the purposes for which they were conferred and not for ulterior purposes
4. avoid any actual or potential conflict between the obligations owed to NSW Water Ski Federation and a Director's personal interest or other duties
5. not disclose any information that is obtained through their position that is confidential
6. disclose advantages or business opportunities acquired in the course of their office
7. prevent insolvent trading by NSW Water Ski Federation
8. be independent in judgment and actions and take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Directors
9. be well prepared for Directors meetings
10. make reasonable enquiries at Directors meetings to ensure that NSW Water Ski Federation is operating efficiently, effectively and legally towards achieving NSW Water Ski Federation's goals
11. undertake diligent analysis of all proposals and matters placed before the Directors
12. acknowledge and embrace decisions of the Directors when communicating with third parties, irrespective of their own personal views
13. treat colleagues, members and employees of NSW Water Ski Federation with respect, courtesy, honesty and fairness, having proper regard to their interests, opinions, rights, safety and welfare
14. show respect for the opinions of other Directors and allow each Director a fair and reasonable opportunity to contribute to discussion and decision making
15. not engage in conduct that would likely bring discredit upon NSW Water Ski Federation or bring the Director or NSW Water Ski Federation into disrepute, or would constitute conduct unbecoming of a Director of NSW Water Ski Federation
16. not abuse, harass, bully, intimidate, discriminate, threaten or victimise other Directors, colleagues, members and/or employees of NSW Water Ski Federation
17. comply with the content and themes of section 5 of this Code of Conduct regarding child safety
18. promote and encourage diversity, equality and inclusiveness in decision making and throughout NSW Water Ski Federation
19. at all times exemplify the NSW Water Ski Federation values and actively conduct themselves in a manner consistent with the critical statutory, cultural and leadership role of a director of NSW

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20. comply with the spirit as well as the letter of the law and the principles in this Code of Conduct

### 5. Child Safety

NSW Water Ski Federation is a child safe organisation and has zero tolerance for child abuse. NSW Water Ski Federation adheres to applicable child safety standards and legislation. Directors must be aware of their responsibilities outlined in NSW Water Ski Federation's child safety and safeguarding documents and be clear about processes for reporting and acting on concerns or reports of child abuse.

Directors will respect, listen to and promote the rights of children and ensure behaviour and interactions with children are appropriate, respectful and adhere to the behavioural expectations outlined in NSW Water Ski Federation's child safety and safeguarding documents.

### 6. Breach of the Code of Conduct

A breach of this Code may be considered serious misconduct and require formal investigation and further action being taken.

In some situations, a breach of this code may result in detriment to NSW Water Ski Federation and the Director may be liable for their actions under civil and criminal laws.

If a Director suspects that a breach of the Code of Conduct has occurred or will occur, he or she must report that breach to the President/Chair of the Board, the Company Secretary or the Finance, Audit and Risk Committee. In some circumstances, such a disclosure may qualify for protection in accordance with the Whistleblower Policy. All reports will be acted upon and kept confidential.

With the exception of conduct that is prohibited under the National Integrity Framework (which shall be dealt with in accordance with the National Integrity Framework), the NSW Water Ski Federation Conduct and Disciplinary Policy applies to any breach under this Code of Conduct.

### 7. Review

This Code will be reviewed by the Board every two years, or earlier as required.

### 8. Director Declaration

- I have read and understand the NSW Water Ski Federation Directors Code of Conduct
- I acknowledge that I must ensure that any personal interests or roles do not influence or interfere with the proper performance of my duties in the best interests of NSW Water Ski Federation
- I agree that I have an ongoing obligation to comply with the NSW Water Ski Federation Directors Code of Conduct

<i>Signature</i>	<i>Date</i>