

CODE OF ETHICS

All Members of GRCI agree, as a condition of membership, to be bound by this Code of Ethics and in so doing, give confidence to those with whom they work, meet or interact as to the standard of behaviour that can be expected. At its core, compliance implies acceptance, adoption and achievement of particular standards of behaviour and business operations whether enshrined in law, regulation, code, standard, convention, or community expectation.

As leaders in governance, risk and compliance, members will:

- At all times act with honesty, integrity and probity and not knowingly mislead anyone, including colleagues, clients, and regulators;
- Comply with all relevant Commonwealth, State and Territory laws, as well as any relevant laws of other countries and seek to have their organisation, clients and members of the broader community do likewise;
- Work to establish and foster a culture of compliance, risk management and good corporate governance within the organisation's risk appetite and within the broader community;
- Report all corrupt, illegal and unethical conduct to the appropriate person within the organisation;
- Report new risks and risks that exceed the organisation's tolerance level.
- Respect the principles of equal opportunity and cultural diversity and encourage a culture of openness and trust;
- Make objective and impartial decisions based on careful research and investigation and encourage open and honest dealings with regulators, staff at all levels and boards;
- Protect the confidentiality of information made available to them, subject to any legal obligations to disclose;
- Be alert to conflicts of interest and take appropriate steps to declare and deal with them;
- Seek innovative solutions to problems and challenges, including compliance and risk management strategies, and work to achieve continuous improvement to help organisations meet, or exceed, all relevant legal, industry, safety, environment and other statutory requirements;
- Understand their duties and obligations and how they are to be performed ensuring that they have established effective reporting and accountability lines;
- Provide a high standard of service to all they deal with in performing their duties and obligations; and
- Maintain and develop necessary levels of professional skills and current knowledge to excel in their compliance duties.

