

2.10 CODE OF CONDUCT

Governance Policies

Policy

Trustees of the Trust are expected to maintain exemplary standards of behaviour at all times and in their dealings with others consistent with the Future Vision, Core Purpose, Core Values, and Guiding Principles of the Trust, the tikanga of the Hapū and the highest standards of professionalism.

Future Vision

Puawai Te Puawānanga – Living our Dreams

Core Purpose

[Kia Tupu te Mauri Ora – Growing our Inner Strength]

Core Values

Te Piri Ngātahi – Unity

Whanaungatanga – Family

Oranga Ngākau – Wellbeing

Whai Hua – Strong identity

Tuakiri Motuhake – Progressive

Pūmau te Wairua – Spiritually Strong

Guiding Principles

Disciplined People

Disciplined Thought

Disciplined Action

Tikanga

The tikanga of the Hapū is to be upheld. The tikanga of the Hapū includes, but is not limited to, the following traditional concepts.

- Tino rangatiratanga: The Hapū shall determine their own future and govern their own development over their ancestral lands, estates, forests, fisheries and other taonga.
 - Kaitiakitanga: The Hapū are guardians of their traditionally recognised responsibilities; including maunga, urupā, wāhi tapu, awa, moana, roto, taonga, kōhatu, coastline, fisheries and papakāinga.
 - Mana: The mana of the Hapū resides through their kaumātua with the Hapū.
 - Mana whenua: The Hapū as tāngata whenua, hold mana whenua over all the lands within their takiwā.
 - Mana moana: The Hapū as tāngata whenua, hold mana moana over all the mahinga kai, tauranga waka, seas, coasts, reefs, water, seabed and waterbodies within their takiwā.
 - Whanaungatanga: The Hapū recognise their close and historical links with other hapū and iwi.
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Professionalism

The Trustees will conduct all the affairs of the Trust in a professional manner.

Applies to Board of Trustees.

Definitions Nil.

Procedure**Expectations of Trustees**

Trustees are expected to:

- Ensure personal interests or activities do not interfere with, or appear to interfere with their obligations to the Trust by disclosing any actual, perceived or potential conflicts of interest before or when they occur;
- Perform their duties honestly, diligently, faithfully and efficiently, respecting the rights and feelings of others; and
- Maintain a safe, healthy, presentable and comfortable work environment.

Prohibited activities

Trustees must not:

- Act beyond the limits of the law, the Trust Deed or these policies;
- Bring the Trust or the Hapū into disrepute;
- Act deceitfully, carelessly, recklessly or without reasonable attention causing harm or loss; or
- Publicly demean, criticise or complain about any employee or Trustee of the Trust or its Hapū members.

One voice

All Trustees must act as one entity. Once a matter has been resolved at a Board meeting, that resolution determines the Trust's position on that matter unless or until the position is changed by a subsequent resolution of the Trustees. All Trustees must respect and act in accordance with the formal Trust position on any given matter.

Board meetings

Trustees must consistently attend Board meetings and devote sufficient time to make and keep themselves familiar with the affairs of the Trust and carry out their respective roles diligently.

Communications by Trustees

Trustees shall not make improper or derogatory allegations and shall refrain from any form of conduct which may cause unwarranted offence or embarrassment.

Confidentiality

Trustees must observe the confidentiality of all non-public information

disclosed to them as Trustees and must not disclose such information to any other person (including their whānau) without the authority of the Chairperson.

Breach of confidentiality

If the Trustees believe another Trustee has breached their obligation of confidentiality, the Trustee concerned shall be immediately censured until the next Board meeting, at which the Trustees, excluding the Trustee concerned, shall determine, by majority, whether the Trustee in question shall be:

- further censured; or
- suspended or removed as a Trustee in accordance with Clause 6 (Removal of Trustee) of Schedule 3 (Elections of Trustees) of the Trust Deed.

Trustees to resolve breaches

Where a Trustee has breached this Code of Conduct or any other obligation of the Trustee, the Trustees will consider what action to take in response to that breach. The action the Trustees may take will depend on the nature of the breach and the extent to which it impacts on the affairs of the Trust and the Hapū.

Unless disputed by the Trustee concerned, the Trustees' decision in respect of the breach shall be binding on that Trustee.

Without limitation, the action to be taken may include the removal or suspension of the Trustee concerned in accordance with Clause 6 (Removal of Trustee) of Schedule 3 (Elections of Trustees) of the Trust Deed.

Disputed breach

If any breach of the Code of Conduct or other obligation is disputed by a Trustee, such matter shall be resolved in accordance with the disputes procedure in Clause 19 (Dispute resolution process) of the Trust Deed. In the interim, pending such resolution, the Trustees may take whatever action is necessary or desirable in relation to the alleged breach, including censure of the Trustee concerned.

References

Trust Deed: Clauses 2 (Code of Conduct) & 19 (Dispute resolution process);
Clause 2.1 (Code of Conduct) of Schedule 2 (Proceedings of Trustees);
Clauses 4.5 (Consent of nominee) & 6 (Removal of Trustee) of Schedule 3 (Elections of Trustees);
Te Puawānanga ō Maungaharuru-Tangitū: Long Term Vision & Strategic Plan 2015-2019, Maungaharuru-Tangitū Trust.

Policy owner

General Manager.

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