

BINTHI

LAND HOLDING GROUP

ABORIGINAL CORPORATION

Code of Ethics and Guidelines for Professional Conduct

CODE OF ETHICS

As Indigenous Land Managers, we endeavour to combine Traditional Ecological Knowledge practices with western management models for the betterment of the community to create improved opportunities and quality of life for a sustainable future. By leading by example we strive to support other sectional interests working in integrity and partnerships.

Binthi Land Holding Group Aboriginal Corporation's [BLHGAC's] *Code of Ethics* combines the principles and values that shape the decisions with the cultural traditions and customs passed on from Elders. Outlined in the Guidelines on Professional Conduct is a framework for the clients and members to use in relation to exercising judgement of [BLHGAC]. As Directors and Members of [BLHGAC] we accept that we will be held accountable for our actions and conduct and commit to operate in accordance with the *Code of Ethics*.

Through ethical conduct, partnerships, and community engagement, BLHGAC aims to lead by example, inspire trust, and support the collective efforts of Indigenous Land Managers to create a thriving and equitable future.

As Indigenous Land Managers we endeavour to:

1. EXERCISE HONESTY AND INTEGRITY

- 1.1 Be honest and trustworthy
- 1.2 Comply to the rule and watch makers
- 1.3 Uphold the reputation and standards of Indigenous Land Managers.

2. EXERCISE LEADERSHIP

- 2.1 Encourage and support diversity
- 2.2 Provide a healthy and safe workplace
- 2.3 Uphold Traditional Ecological Knowledge practices with western management models to foster the health and safety for the wellbeing of the community and the environment.

3. PROMOTE SUSTAINABILITY

- 3.1 Act to develop partners that responsibly use global resources
- 3.2 Balance the needs of future and present generations
- 3.3 Engage responsibly with the community and other stakeholders.

4. SUPPORT BUSINESS COMPETITORS AND PARTNERS/SUPPLIERS

- 4.1 Engage responsibly with business competitors and partners/suppliers
- 4.2 Join membership with socially responsible Non-Government Organisations
- 4.3 Utilise the media for promotion of business and cultural land management practices.

Guidelines on Professional Conduct

The *Guidelines on Professional Conduct* is a framework for business partners, customers, employees and sponsors to use when exercising their judgement of Binthi Land Holding Group Aboriginal Corporation [BLHGAC].

The Guidelines are not an exhaustive list of the circumstances and situations determined in *Code of Ethics*. Ethical Indigenous Land Management requires balanced decision-making, interpretations, and judgement that are in context. [BLHGAC] recognises the endurance of ethical principles and values and that the standards of acceptable conduct are ambiguous.

The aspirations, requirements and stakeholder standards of the Indigenous Land Management sector changes and develops over time. What constitutes acceptable conduct, within limits, is also dependent on the nature of individual circumstances.

Non-compliance allegations will be administered in accordance with the organisations policies and procedures and sponsors and watch makers regulations and rules and assessed on a case-by-case basis.

1. EXERCISE HONESTY AND INTEGRITY

1.1 Be honest and trustworthy

- a) accept as well give fair and honest criticism
- b) be prepared to explain your reasoning and work
- c) do not engage in corrupt, criminal or fraudulent conduct
- d) ensure that conflicts of interests are disclosed to relevant parties in managing perceived conflicts of interests
- e) provide credit to whom it is due
- f) respect expressed or implied confidentiality obligations.

1.2 Comply to the rule and watch makers

- a) adhere to the Australian Taxation and Office for the Registrar of Indigenous Corporations laws
- b) avoid selling to unethical customers
- c) be honest and trustworthy and do not accept bribes
- d) comply with all applicable laws and regulations wherever business is done
- e) obtain legal advice when performing business overseas
- f) uphold honesty and integrity in international business.

1.3 Uphold the reputation and standards of Indigenous Land Managers

- a) act on the basis of a well-informed conscience
- b) advocate and support the extension of ethical practice
- c) all financial books and records must accurately reflect events and transactions
- d) communicate clearly and timely on issues such as costs, outcomes, service provided and risks
- e) engage responsibly with community, customers, employees, partners, sponsors and suppliers

- f) exercise good judgement when using assets and protect organisation assets including the brand and Intellectual Property Rights.

2 EXERCISE LEADERSHIP

2.1 Encourage and support diversity

- a) promote diversity and leadership in Indigenous Land Management
- b) provide and select opportunities on the basis of merit
- c) respect the dignity of all persons
- d) treat others with courtesy and without discrimination or harassment.

2.2 Provide a healthy and safe workplace

- a) avoid discrimination in payment, recruitment and treatment
- b) communicate effectively and honestly with customers and employees
- c) comply to the organisation's policy for electronic communications usage
- d) form relationships to strive towards creating a healthy working environment so that [BLHGAC] worksites are a good place to support staff and work
- e) provide cross-cultural awareness support and training
- f) protect whistle blowers and respect worker's rights
- g) provide opportunities for staff to obtain training for career development and rewards
- h) respect the dignity of all persons
- i) staff to comply with labour laws and regulations.

2.3 Uphold Indigenous Land Management practices with Western Management models to foster the health and safety for the wellbeing of the community and the environment

- a) Binthi Information Management System database to be managed responsibly
- b) choose energy saving appliances and provide facilities to dispose recycling materials
- c) consider options for limit packaging, reusage and water wastage
- d) encourage composting of food waste and recycling
- e) Incorporate cultural, economic, environmental, health, safety and social considerations into the land management methods.

3 PROMOTE SUSTAINABILITY

3.1 Act to develop partners that responsibly use global resources

- a) act discerningly and show respect to competitors and avoid engaging in anti-competitive behaviour
- b) avoid advertising based on false and negative statements about competitors
- c) display willingness to compromise and negotiate in disputes
- d) meet all obligations in an efficient and timely manner
- e) research the aims and objectives of potential business partners and show respect for contracts
- f) support organisations that help human/social justice and needs.

3.2 Balance the needs of future and present generations

- a) aim to deliver outcomes that do not compromise the ability of future life to enjoy better health or the same, environment, safety, wellbeing as currently experienced

- b) in identifying sustainable outcomes consider all options in terms of their economic, environmental and social consequences
- c) Promote environmentally responsible economic and social practices to ethically balance the man-made and natural capital for current and future generations.

3.3 Engage responsibly with the community and other stakeholders

- a) be sensitive to public concerns
- b) inform clients or employees of the likely consequences of proposed activities on the community and environment
- c) promote the involvement of the community and stakeholders in the decisions and processes that impact upon the environment and them.

4 SUPPORT BUSINESS COMPETITORS AND PARTNERS/SUPPLIERS

4.1 Engage responsibly with business competitors and partners/suppliers

- a) act discerningly to create value in a 'green economy'
- b) aim for future long term environmental and social balance
- c) promote the benefits of developing partnerships with eco-friendly organisations.

4.2 Join membership with socially responsible Non-Government Organisations

- a) become proactive to alleviate disease and poverty
- b) donate to NGOs that are equitable for quality of life
- c) promote the logos of NGOs on webpage
- d) work in collaboration to support NGOs vision.

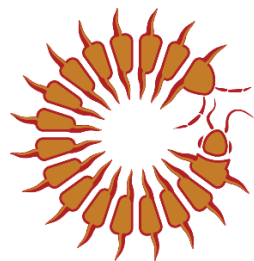
4.3 Utilise the media for promotion of business and Indigenous Land Management practices

- a) create segments that are easy to follow with subtitles
- b) demonstrate cultural land management practices on visual recordings
- c) promote the idea of traditional sustainability with the advertising
- d) regularly update the website
- e) use the media to also support other Indigenous Land Managers.

CONCLUSION

The Binthi Land Holding Group Aboriginal Corporation's (BLHGAC) Code of Ethics serves as a guiding framework to uphold integrity, sustainability, and leadership while respecting the traditions and cultural practices of Indigenous Land Management. This Code emphasises the importance of combining Traditional Ecological Knowledge with Western management models to foster collaboration, innovation, and responsible stewardship of resources for the betterment of the community and the environment.

By adhering to these ethical principles, BLHGAC reaffirms its commitment to accountability, transparency, and cultural preservation. The Code encourages Directors, Members, and stakeholders to act with honesty, respect, and dedication to achieving sustainable outcomes that balance the needs of current and future generations.



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