



BOARD MEMBERS CODE OF CONDUCT

The board of directors of the Brewers Guild of New Zealand Incorporated, is committed to working as a cohesive team and agree that they will:

- Endeavour to represent the broader interests of the Key stakeholder's (members) of the Guild.
- Seek to balance their contribution as both an advisor and learner.
- Be honest with others and true to themselves.
- Support and guide the Guild management team in the best way possible, sharing their knowledge and experience
- When participating on the board or representing the organisation act in an appropriate manner that best represents themselves and the Guild
- Refrain from trying to influence other board members outside of board meetings that might have the effect of creating factions and limiting free and open discussion.
- Be willing to be a dissenting voice, endeavour to build on other director's ideas, offer alternative points of view as options to be considered and invite others to do so too.
- On important issues, be balanced in one's effort to understand other board members and to make oneself understood.
- Once a board decision is made, support the decision even if one's own view is a minority one. Board decisions are final.
- Differences of opinion on the board are not to be disclosed or discussed outside of the board.
- The board should always communicate externally with "one voice".
- Respect the confidentiality of information on sensitive issues, especially in personnel matters.
- Be an advocate for the organization and its mission wherever and whenever the opportunity arises in their own personal and professional networks
- Disclose one's involvement with other organizations, businesses or individuals where such a relationship might be viewed as a conflict of interest.
- Refrain from investigating or discussing the executive director's performance with staff members or stakeholders without board authorisation
- Refrain from giving direction, as an individual board member, to an executive director or any member of staff without involving the wider group (board members) unless specifically requested to do so by the board on a board approved project