



Code of Conduct for Nuffield Australia Scholars

Introduction

Nuffield Australia expects all its scholarship recipients (**Scholars**) to act with the highest standards of ethics, integrity, and overall behaviour when representing the Nuffield brand. This includes, without limitation, behaving in accordance with this Code of Conduct while attending events, travelling, either as a group or individually and generally whenever identified or identifying as a Scholar. Nuffield's greatest asset is its network which has built an enviable reputation throughout Australia and the many overseas countries that our Scholars have travelled to over the 70 years of our existence. It is paramount that this reputation be nurtured, fostered and enhanced to ensure that future Nuffield Scholars can enjoy access to the many people and organisations throughout the world who have been kind and generous hosts in the past. The Code sets out the standards of behaviour which all Scholars must exhibit while representing Nuffield Australia.

Purpose

The purpose of this Code of Conduct is to make it clear what Nuffield Australia expects from its Scholars. Scholars are required to be familiar with and adhere to the terms of this Code.

Breach

Failure of a Scholar to comply with this Code of Conduct may result in disciplinary action at the discretion of the CEO and/or Nuffield Australia Board, including potential termination of the scholarship contract in certain cases.

Where a breach of the Code of Conduct allegedly involves a breach of any law, then Nuffield Australia may decide to notify the relevant government authorities or police. In such instances of any breach of any law, the Board of Nuffield Australia will determine any disciplinary action which may include termination of the scholarship.

Nuffield Australia may unilaterally vary, remove, or replace this Code of Conduct at any time by notifying in writing all Scholars to whom the Code currently applies and updating it on its website www.nuffield.com.au.

Standards of Conduct

1. When a person is presenting themselves as a Nuffield Scholar, they are also an ambassador for Australia. Behaviour appropriate to these responsibilities and in keeping with this Code of Conduct and the values of Nuffield Australia (as outlined below and as may be varied from time to time) must be adhered to at all times.
2. Scholars, while being hosted, or on visits, shall act in a courteous and attentive manner at all times.



3. Scholars shall treat all others with due respect and inclusion at all times, and be accepting of diversity. Scholars must refrain from any discriminatory, bullying, or harassing behaviour toward other Scholars, hosts, contractors to Nuffield Australia, employees of Nuffield Australia or the public. Scholars will not use behaviour, language or other practices that label, stereotype or demean others.
4. Scholars must undertake activities in a safe manner and with respect for the environment, immediately report any safety concerns and comply with any relevant safety and health policies or procedures of which they are advised.
5. Scholars must not engage in conduct, whilst representing Nuffield Australia, that in the opinion of Nuffield Australia causes damage or potential damage to Nuffield's reputation or brand.
6. Scholars are to dress appropriately for the culture of the country, and the occasion so as to complement their host/circumstances. If in doubt, a Scholar should dress up; it is better to be too formal than too informal. The Scholar must wear the Nuffield tie or brooch at all formal Nuffield occasions.
7. Scholars should be mindful that when using social media, they are representing Nuffield Australia and must not make posts or comments that will reflect negatively on the company, reputation or brand.
8. Whilst Nuffield Australia strongly encourages utilising the international Nuffield alumni for study and minimising accommodation costs when travelling, Scholars must be conscious of hosts' goodwill and privacy. There is often a small difference between genuine support, generosity and overstaying ones welcome. This is amplified when a Scholar is travelling with their family.
9. When Scholars are travelling as a group, ground rules regarding individual financial contributions and responsibilities should be set at the outset of travel. In particular note the following:
 - a. While entertaining hosts at a travelling group's expense, all costs should be shared equally during the meal by the Nuffield participants. Costs associated post-meal should be borne by individuals.
 - b. Participants in Scholar group tours must bear the responsibility for the day-to-day organization, costs and operation equally.
 - c. There is an expectation that, where possible, Scholars will share twin room accommodation with members of the same gender during the CSC and GFPs to minimize cost and to share the experience.



d. Use of alcohol and drugs. The Scholar is responsible for ensuring that the use of such substances does not put at risk the reputation of Nuffield nor its brand and the safety of the Scholar or any other person.

10. The Scholar will comply with the requirements set out in the Discrimination, Bullying and Harassment Policy of the company at all times when representing Nuffield. This policy can be found on the Nuffield Australia website.

Nuffield Australia Values

Nuffield Australia has six core values that outline its behavioural standards and guide the expectations for Board members, employees, Scholars and alumni when they represent the Nuffield brand:

- Humility** *We will respect the views and positions of others. We will embrace difference and acknowledge the right to express opinions that vary from our own.*
- Integrity** *We will be inspired by the Charitable Purpose to make a difference in our industries and communities and be true to our word.*
- Reciprocity** *We will commit to giving back to others and continue our engagement with the Nuffield network after our scholarship has completed.*
- Respect** *We will treat each other and the people who support the Nuffield network with respect. We will show respect for the earth’s resources and inhabitants to preserve for future generations.*
- Diversity** *We will embrace the diversity of people and primary production pursuits across the Nuffield network, acknowledging that the network is strengthened by this diversity.*
- Objectivity** *We will open our minds to be curious, embrace new ideas and be solutions oriented. We will support the Charitable Purpose through a continuous learning mindset.*

Always remember that the reputation of Nuffield and Australia rests with you

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I understand and agree to comply with this Code of Conduct
Signed for and on behalf of (scholar) name: [ENTER NAME]

Signature: _____

Date: _____