



Greyhound
RACING SA

Greyhound Racing SA Ltd

Code of Conduct

Commitment to this Code

Greyhound Racing SA (GRSA) exists to drive an outstanding successful greyhound racing industry, with integrity, providing attractive returns and enjoyment to everyone involved. The Board and senior management are committed to this code of conduct to achieve the objectives of the company.

Company Objectives

The company's responsibilities to Members are -

- Drive all revenue growth
- Maximise participation in the industry
- Implement the optimal racing structure
- Invest in industry facilities
- Champion animal welfare
- Make greyhound racing highly visible and accessible
- Ensure sound corporate governance across the industry

Community Issues

GRSA has introduced initiatives to develop a uniform approach to the management and regulation of training establishments in South Australia.

In line with this development, GRSA has appointed an Animal Welfare Officer, whose primary duties include ensuring that local kennels operate to the highest standards, build on relationships with local councils and animal welfare groups, and monitor the breeding of greyhounds.

The role also takes on responsibility for guiding the Greyhound Adoption Program, a not-for-profit organisation dedicated to finding homes for retired racing greyhounds.

Responsibilities to Individuals

GRSA has developed its own privacy policy.

Personal information is collected by the company in order to conduct a number of operational functions. These functions include registration of licensed persons,

collation of quality assurance survey results from restaurant patrons and customer surveys conducted by our Marketing department from time to time.

GRSA does not sell, trade or rent personal information to other organisations. Information that is collected is used only for the business and marketing purposes of GRSA.

Information relating to licensed persons may from time to time be divulged to interstate controlling authorities, upon request, for the purpose of matters contained within the rules of greyhound racing. Permission will be sought from the applicant through the licensing process.

We comply with the National Privacy Principles which apply from 21 December 2001.

Employment Practices

GRSA aims to employ the most suitable and qualified person available for the position as and when it may become vacant. Regular appraisals are undertaken to evaluate the performance of employees. GRSA provides a safe working environment in accordance with State and Federal legislation.

GRSA will support training and further education in order to enhance the employee skill base. GRSA will enforce its drug and alcohol policy covering all employees of the organisation.

GRSA will comply with State and Federal legislation in relation to workplace agreements (eg. Enterprise Bargaining Agreement for administrative employees, Workplace Agreements for ground staff and relevant Award conditions for casual employees).

The Board and senior management are required to advise the Chief Executive Officer or Board of any other employment or business venture that may affect the performance of their duties.

Handling of Inducements

Staff are discouraged from providing or accepting commissions and/or incentives from company service providers or customers.

Any receipt of such gifts are required to be free of obligation or expectations of favours, and must be reported to the immediate superior for approval. Staff are not permitted to use the company's property or information for personal gain.

Legislative Compliance

GRSA is governed by a constitution that provides the necessary frameworks in which the company operates. The constitution promulgates industry objectives, by identifying primary objects for which the company is established. The GRSA Constitution is subject to the Corporations Act, and that legislation has overriding powers should inconsistencies prevail between that Act and the Constitution.

GRSA will comply with the Authorised Betting Operations Act 2000, which designates its function as the controlling authority for greyhound racing in South Australia. It is governed by a code of practice that promotes the socially responsible use of its wagering services as a recreational and entertainment activity and to minimise the potential harm associated with problem gambling.

GRSA will enforce the local and national rules of greyhound racing.

Conflicts of Interest

In the event that a conflict of interest arises, staff and directors are required to immediately inform the company officer responsible, who will take action to protect the company. This may require the person to no longer participate in the transaction, decision or activity while the conflict exists. Disclosure may also be made to both internal and third parties affected by the situation.

Unethical Behaviour

Staff members are required that if, in good faith, they have reasonable grounds to suspect unlawful or unethical behaviour, they are required to report such incidents in writing, or if in doubt, to initially discuss the issue with either the Chief Executive Officer or immediate superior. By following this process, confidentiality will be maintained and the matter investigated promptly and impartially.

Any staff member reporting such behaviour will not be disadvantaged in any way, and protected by the company. Officers of the company to whom suspected breaches of the code are reported are required to keep the matter confidential, report the matter to the appropriate authority and to the Board and to protect the person from any harassment or discrimination.

Compliance with this Code

The company, as part of its compliance review, will monitor the application of this code, and will assess compliance to the code in performing its daily duties.

This Code will be reviewed annually by the company's Board and management to ensure it remains consistent with the key objectives of the company, and is both effective and efficient.