

INDUSTRY CODE OF CONDUCT

COVERAGE

- 1 This Code of Conduct covers and applies to all participants of the racing industry in Tasmania who are licensed by the Office of Racing Integrity (ORI) and their employees and associates, and all independent contractors and other visitors to our workplaces and venues in relation to:
 - (a) behaviour at our workplaces and venues;
 - (b) the performance of work at our workplaces and venues or in connection with our business and operations; and
 - (c) conduct outside of our workplaces and venues if the acts or omissions:
 - (i) are likely to cause serious damage to working relationships at Tasracing Pty Ltd (Tasracing);
 - (ii) damage or are likely to damage Tasracing's interests or reputation;
 - (iii) are incompatible with continued attendance by a person at our workplaces and venues.
- 2 This Code of Conduct applies uniformly across all of our workplaces and venues;
- 3 This Code of Conduct applies in addition to other applicable policies and procedures (including any applicable Conditions of Entry which apply to our workplaces and venues from time to time and any policies and procedures we implement under the *Work Health and Safety Act 2012* from time to time);
- 4 This Code of Conduct is independent of and in no way limits or varies the Rules of Racing made and in force under the *Racing Regulation Act 2004* or any licensing conditions which apply to participants of the racing industry in Tasmania who are licensed in respect to each code of racing and which are administered by ORI. Any breach of this Code of Conduct may be referred to ORI for independent investigation under the Rules of Racing and/or applicable licensing conditions;
- 5 This Code of Conduct does not cover any matters applicable to Tasracing's Whistleblower Policy. Any whistleblower related matters are to be dealt with exclusively under that policy.

PURPOSE

The aims of this Code of Conduct are as far as is reasonably practicable to:

- 1 promote Tasracing's vision and values;
- 2 ensure that those covered understand their obligations and do not engage in breaches of Tasracing's policies and procedures or the law;
- 3 provide broad principles to guide behaviours so that Tasracing's business ethics will meet or exceed legally applicable standards – not to provide specific answers to unique legal questions;
- 4 reflect Tasracing's commitment to the highest standards of safety, honesty and integrity in meeting the needs of Tasracing and the community we serve, and in fulfilling Tasracing's obligations under the *Work Health and Safety Act 2012*;
- 5 outline the standards of conduct or behaviour expected at all times relevant to work and responsibilities;
- 6 recognise that those covered are ultimately responsible for their own behaviour; and
- 7 operate within the law, industrial instruments and other Tasracing policies and procedures.

REQUIREMENTS

- 1 Persons covered by this Code of Conduct are required to;
 - (a) comply with this Code of Conduct as a precondition to us consenting to them accessing our workplaces and venues;
 - (b) comply with any applicable law;
 - (c) not directly or indirectly engage in or aid, abet or encourage behaviour in breach of this Code of Conduct or the law; and
 - (d) meet their duty of care obligations and be accountable for their own safety and the safety of others at our workplaces and venues.
- 2 People covered by this Code of Conduct must:
 - (a) put **Safety First** and assist us in creating and maintaining safe workplaces and venues, including to avoid unsafe or high-risk behaviours which could lead to an unsafe work environment;
 - (b) show **Respect** including;

- (i) to behave acceptably, including to act honestly and with integrity and without hostility and to exhibit an appropriate degree of professionalism (Tasracing applies a zero tolerance policy towards abusive or threatening language and to violent, threatening or unsafe behaviour);
 - (ii) to encourage diversity and display courtesy towards and respect for others;
 - (iii) not to engage in bullying, unlawful discrimination, harassment, vilification or victimisation of any other person whether in person or via digital or other platforms;
 - (iv) not to misuse private or confidential information of any other person;
- (c) **follow reasonable and lawful Directions** from relevant Tasracing employees and representatives; and
- (d) **comply with the Law** including but not limited to anti-corruption and anti-bribery laws and to avoid and declare conflicts of interest.

BREACH OF CODE OF CONDUCT

- 1 People covered by this Code of Conduct who engage in behaviour that amounts to a breach of this Code of Conduct may (as is appropriate and applicable in the discretion of Tasracing) be subject to:
 - (a) removal from our workplace or venue;
 - (b) bans from our workplaces and venues either temporarily or indefinitely;
 - (c) bans from interacting with Tasracing employees and representatives either temporarily or indefinitely; and / or
 - (d) termination of services (for contractors or visitors).
- 2 Breaches of this Code of Conduct may also amount to breaches of the Rules of Racing and/or applicable licensing conditions or applicable laws:
 - (a) exposing individuals to disciplinary or legal proceedings; and
 - (b) making Tasracing vicariously liable for the conduct of others.
- 3 Without limiting Tasracing's right to take such actions at such times as Tasracing considers necessary to comply with its obligations under any applicable laws, in exercising its rights and powers under this Code of Conduct Tasracing will;

- (a) Act fairly, including by affording any person who is alleged to have breached this Code of Conduct procedural fairness and natural justice, and give due consideration to any concurrent proceedings in respect to the subject matter of the allegations;
 - (b) Respond to substantiated breaches of this Code of Conduct by adopting the principle of proportionality in all of the relevant circumstances.
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VARIATION

This Code of Conduct may be reasonably varied, terminated or replaced by Tasracing in its sole discretion from time to time.

ENQUIRIES AND COMPLAINTS

If you have any questions in relation to this Code of Conduct or wish to report conduct that is in breach of it, please contact Nick Walker (General Manager – Legal & Compliance) on (03) 6212 9350 or 0475 852 323, or via n.walker@tasracing.com.au

Any matters affecting workplace health and safety must be notified to Tasracing who will deal with those matters in accordance with Tasracing's Work Health and Safety Issue Resolution Procedure.

Complaints in relation to the administration of this Code of Conduct can be made in accordance with Tasracing's Complaints Management and Procedures Policy which is available on Tasracing's website.