

Pymore Village Management Committee Code of Conduct

Joint Statement

As Directors of Pymore Village Management Committee [PVMC] it is important that we can be held accountable and adopt the behaviours and responsibilities associated with the role.

PVMC members entrust Directors to take decisions concerning the village fairly, openly and transparently. We have an individual and collective responsibility to meet these expectations by maintaining high standards and demonstrating good conduct, and by challenging any behaviour which falls below these expectations.

We should also be able to undertake our role without being intimidated, abused, bullied or threatened by anyone from the community.

Definitions

A Director of PVMC is either co-opted by the directors of the board or voted in by shareholders.

Purpose of the Code of Conduct

The purpose of the Code of Conduct is to assist Directors in modelling the behaviour expected, and to provide a personal check and balance. It is also to protect members and directors. It sets out general principles of conduct expected of all directors with the purpose of creating and maintaining the confidence of members of PVMC in their directors.

Standards of Director Conduct

Respect for all without bullying, harassment or discrimination are minimum standards for all Directors. The Directors will act professionally and ensure confidentiality in all PVMC matters.

General Principles of Director Conduct

Based on the "Seven Principles of Public Life" known as the Nolan Principles:

Selflessness

Directors should serve solely in terms of the interest of members.

Integrity

Directors should avoid being inappropriately influenced or put themselves under any obligation to others in a way that could influence them making wrong decisions to gain financial or material benefits for themselves, family or friends.

Objectivity

Directors must act and make decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

Directors are accountable to members for their decisions and actions and must submit themselves to any scrutiny required

Openness

Directors should act and make decisions openly and transparently, withholding no information from the members.

Honesty

Directors should speak truthfully, and be prudent when using resources which belong to PVMC

Leadership

Directors should hold to these principles actively, and robustly challenge poor behaviour when it occurs.

Application of the Code of Conduct

The Code applies to all Directors when fulfilling their role as a Director.

The Code applies during all forms of interaction including:

- at face-to-face meetings
- at online or telephone meetings
- in written communication
- in verbal communication
- in non-verbal communication
- in electronic and social media communications

Reviewed: 24 March 2026