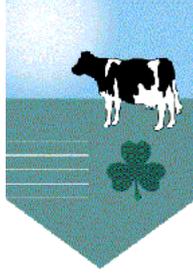


National Milk Agency



CODE OF BUSINESS CONDUCT FOR AGENCY AND COMMITTEE MEMBERS

Introduction

National Milk Agency Mission Statement:

The National Milk Agency was established by the Oireachtas to regulate the supply of milk for liquid consumption throughout the State in accordance with the provisions of the Milk (Regulation of Supply) Act, 1994.

The National Milk Agency Code of Business Conduct for Agency and Committee Members

The Revised and updated Code of Practice for the Governance of State Bodies 2009 is an updated and expansion of the Code of Practise 2001. The Board of the National Milk Agency at its meeting of the 19th February 2002 endorsed the Code of Practice for the Governance of State Bodies and agreed that it be implemented in the National Milk Agency.

In order to comply with the Code of Practice, the Chairman of the Agency of the National Milk Agency is obliged to confirm to the Minister for Agriculture, Fisheries & Food that a number of control functions are carried out by the National Milk Agency including the issuing of a Code of Business Conduct for Agency Members and that this is being adhered to.

The National Milk Agency Code of Business Conduct sets out in written form the agreed standards of principle and practice which inform the conduct of members of the Board of the National Milk Agency and Committees of the National Milk Agency. There is a separate document setting out a Code of Business Conduct for Employees.

Appendix A (*Annual Disclosure of Interests by Agency and Committee members*) forms part of the Code of Business Conduct for the National Milk Agency Members and should be read in conjunction with the Code.

The purpose of the Code of Business Conduct is

- To enable the National Milk Agency to provide a professional and effective service to our clients.
- To establish an agreed set of ethical principles.
- To promote and maintain confidence and trust.
- To prevent development or acceptance of unethical practices.
- To meet our requirements under the Revised and Updated Code of Practice for the Governance of State Bodies (2009).

Noting of Code of Conduct by Agency & Committee Members

Each Agency Member is requested to sign a Declaration of Understanding that they have read and noted the Code of Business Conduct. When signed, the Declaration of Understanding is to be returned to the Secretary of the National Milk Agency for record purposes.

Secretary's Office

National Milk Agency,
IPC House,
35-39 Shelbourne Road,
Ballsbridge,
Dublin 4

CODE OF CONDUCT FOR AGENCY AND COMMITTEE MEMBERS

General Principles

Agency Members should observe the highest standards of honesty and integrity. To ensure this, they should adhere to the following principles:

1. Integrity

Agency Members should

- Submit annually a declaration of interests statement in accordance with the Code of Practice for the Governance of State Bodies (See Appendix A for details).
- Avoid giving or receiving corporate gifts, hospitality, preferential treatment or benefits which might affect or appear to affect the ability of the donor or the recipient to make independent judgement on business transactions.
- Ensure that purchasing activities of goods/services are conducted in accordance with best business practice.
- Ensure that the National Milk Agency accounts and reports accurately reflect their business performance and are not misleading or designed to be misleading.
- Avoid the use of the National Milk Agency resources or time for personal gain or for the benefit of persons/organisations unconnected with the National Milk Agency or its activities.
- Not acquire information or business secrets by improper means.
- Not use any information obtained by virtue of their position for the purpose of any dealing (direct or indirect) in shares, property or otherwise.

2. Information

Agency Members should:

- Support the provision of access by the National Milk Agency to general information relating to the National Milk Agency activities in a way that is open and that enhances its accountability to the general public.
- Respect the confidentiality of sensitive information held by the National Milk Agency. This would constitute material such as:
 - Commercially sensitive information (including but not limited to future plans or details of major organisational or other changes such as restructuring).
 - Personal information.
 - Information received in confidence by the National Milk Agency.

- Observe appropriate prior consultation procedures with third parties where, exceptionally, it is proposed to release sensitive information in the public interest.
- Comply with relevant statutory provisions relating to access to information (e.g. Data Protection Acts, Freedom of Information Acts).

Note: Where queries arise in relation to the release of information under the provisions of the Freedom of Information Act, these should be directed to the Freedom of Information Officer at 01-6603396.

3. Confidentiality

Agency Members should:

- Ensure that they maintain the confidentiality of all information obtained by virtue of their position.

4. Obligations

Agency Members should:

- Fulfil all regulatory and statutory obligations imposed on the National Milk Agency.
- Comply with detailed tendering and purchasing procedures as well as complying with prescribed levels of authority for sanctioning any relevant expenditure.
- Ensure that there are adequate controls in place to prevent fraud including controls to ensure compliance with prescribed procedures in relation to claiming of expenses for business travel.
- Use all reasonable endeavours to ensure that they attend the National Milk Agency and Committee Meetings (as applicable).

5. Loyalty

Agency Members should

- Acknowledge the responsibility to be loyal to the National Milk Agency and to be fully committed in all its business activities.
- Acknowledge the duty of all to conform to the highest standards of business ethics.

6. Fairness

Agency Members should

- Comply with employment equality and equal status legislation.
- Commit to fairness in all business dealings.
- Value clients and treat all clients equally.

7. Work/External Environment

Agency Members should:

- Place highest priority on promoting and preserving the health and safety of employees.
- Ensure that community concerns are fully considered.
- Minimise any detrimental impact of the operations on the environment.

8. Responsibility

The Chairperson of the National Milk Agency and the Chairperson of the National Milk Agency Audit Committee should:

- Ensure that the Code of Business Conduct along with guidelines on disclosure of interests is circulated to all Agency and Committee Members, for their retention.
- Provide guidance and direction on the policies and procedures of the National Milk Agency.

9. Appropriate Behaviour

To ensure that Agency Members and all staff are adequately informed on appropriate behaviour, the following specific policies and procedures are in place and available from the Secretary

- Sexual Harassment
- Bullying
- Disciplinary & Grievance procedures

10. Implementation

- When approved, this Code will be circulated for information to all Agency members, who are required to acknowledge receipt and understanding of same.
- The operation of the Code will be included on the Agency Agenda for review on an annual basis.

- Agency members are expected to familiarise themselves with the provision of this Code, and to work with fellow Agency members, through the Chairperson and staff to ensure its effective implementation.

The Agency commits to review the Code as appropriate.

Appendix A

I. Disclosure of Interests by Agency Members under the Code of Conduct for Agency/Committee Members

In addition to the legal requirements under the statutory legislation establishing the National Milk Agency, the Companies Acts and requirements under the Ethics in Public Office Acts, the following procedures should be observed:

i) On appointment to a Board of a State body, each member should furnish to the Secretary of the body details relating to his/her employment and all other business interests including shareholdings, professional relationships etc., which could involve a conflict of interest or could materially influence the member in relation to the performance of his/her functions as a member of the Board. Any interests of a member's family of which he/she could be expected to be reasonably aware or a person or body connected with the member which could involve a conflict of interest or could materially influence the member in the performance of his/her functions should also be disclosed. For this purpose persons and bodies connected with a member includes:

(a) a spouse, parent, brother, sister, child or step-child;

(b) a body corporate with which the member is associated;

(c) a person acting as the trustee of any trust, the beneficiaries of which include the member or the persons at (a) above or the body corporate at (b) above; and

(d) a person acting as a partner of the member or of any person or body who, by virtue of (a) -(c) above, is connected with the member.

Each member should furnish to the Secretary details of business interests on the lines above of which he/she becomes aware during the course of his/her term on the board.

i) Where it is relevant in any matter which arises, the member is required to indicate to the Secretary the employment and any other business interests of all persons connected with him/her, as defined at (i) above.

ii) Boards may exercise discretion regarding the disclosure by members of minor shareholdings. As a general guideline, shareholdings valued at more than £15000 or of more than 5 per cent of the issued capital of a company should be disclosed.

iii) If a member has a doubt as to whether this Code requires the disclosure of an interest of his/her own or of a connected person, that member should consult the Chairperson.

iv) Details of the above interests should be kept by the Secretary of the body in question in a special confidential register and should be updated on an annual basis. Changes in the interim should be notified to the Secretary as soon as possible. Only the Chairperson, Secretary and Chief Executive of the body should have access to the register.

v) Should a matter relating to the interests of the Chairperson arise, he/she should depute the Deputy Chairperson or another Board or Committee Member to chair the Board/Committee meeting and should absent himself/herself when the Board/Committee is deliberating or deciding on a matter in which the Chairperson, or a person or body connected with the Chairperson, has an interest.

vi) Board or Company documents in any case which relate to any dealings with the above interests should not be made available to the member concerned prior to a decision being taken. (Such documents should be taken to include those relating to cases involving competitors to the above interests). Decisions once taken should be notified to the member.

vii) As it is recognised that the interests of a Board Member and persons connected with him/her can change at short notice, a Board or Committee Member should, in cases where he/she receives documents relating to his/her interests or of those connected with his/her, return the documents to the Secretary at the earliest opportunity.

vii) A Board Member should absent himself/herself when the Board/Committee is deliberating or deciding on matters in which that member (other than in his/her capacity as a member of the Board/Committee) or a person or body connected with the member has an interest. In such cases a separate record (to which the Board or Committee Member would not have access) should be maintained.

ix) Where a question arises as to whether or not a case relates to the interests of a Board Member or a person or body connected with that Board or Committee Member the Chairperson of the Board/Committee should determine the question.

x) Former Board Members should treat commercial information received while acting in that capacity as confidential.

xi) The procedures set out above should also be adopted in subsidiaries of State bodies.

2. Disclosure of Interests by Agency Members under the Ethics in Public Office Acts. 1295 and 2002

To comply with the provisions of the above Acts, designated Agency Members are required to complete a statement of interests in January of each year if they have interests to declare. There are two types of forms which are explained below:

- The statutory long form, which you should complete if you have interests to declare as specified in the Acts

Or

- The short version which can be used for the purpose of a "nil" statement.

Please note that disclosure is required **only** if the interests could materially influence an Agency Member in, or in relation to, the performance of the functions of his or her role by reason of the fact that such performance could so easily affect those interests as to substantial benefit. If there are no such interests, a statement is not legally required. However, the Public Office Commission recommends that a "nil" statement should be furnished in those circumstances.

A copy of the guidelines to the Ethics in Public Offices Acts is available from the Secretary's Office in the National Milk Agency.

Declaration of Understanding

Code of Business Conduct

Each Agency Member should sign the following:

"I have read and noted the National Milk Agency Code of Business Conduct for Agency Members."

Signed: _____

Date: _____

Please insert your name in block capitals below

Name: _____

NB: It is important that this Declaration of Understanding is signed and returned as early as possible to the Secretary of the National Milk Agency.