



**National Inshore Fishermen's Organisation CLG.**  
**Code of Conduct for members, directors, employees and contractors**

## **Introduction**

In compliance with best practice and corporate governance requirements, and in order to ensure the highest standards of probity and accountability, this Code of Conduct sets out the minimum standard required of all members, directors, employees of and contractors to, the National Inshore Fishermen's Organisation CLG (NIFO). This Code applies in addition to, any statutory requirements, particularly those set out in the 2014 companies act and any other rules or procedures in place.

## **Purpose of NIFO**

The purpose of NIFO is outlined in its constitution and articles of association as follows:

*"To support the Inshore Fisheries Forums in a non-compete manner on issues of mutual interest and importance. To represent, protect and promote the interests of Inshore Fishermen operating Irish Registered fishing vessels. This definition of Inshore is Vessels less than 18m length overall (LOA), but does not include vessels that meet the criteria of the EMFF definition of SSCF vessels"*

## **Objectives of this code of conduct**

The objectives of this Code of Conduct are:

1. To set out an agreed set of ethical principles for members, directors employees of and contractors to NIFO
2. To promote and maintain confidence and trust in the work of the Organisation
3. To prevent the development or acceptance of unethical practices within the Organisation.

## **General Principles**

The members of the NIFO shall ensure that the core values of integrity, transparency, accountability and fairness are adhered to within NIFO

## **Integrity**

1. Members, Directors, employees of and contractors to NIFO, shall disclose outside business or employment interests which they consider may be in conflict or potential conflict with the business of NIFO. Those declaring an interest must take no part in any decision where there is a conflict of interest.
2. Members of NIFO shall not use their position or the reputation or the resources of the NIFO (including time) to primarily benefit themselves or others with whom they have family, business or other ties



## **National Inshore Fishermen's Organisation CLG.**

### **Code of Conduct for members, directors, employees and contractors**

#### **Information**

1. Directors of NIFO shall provide access to information on activities of NIFO in a way that is open and enhances accountability to the general membership.
2. Members of NIFO shall protect the confidentiality of all sensitive information, except where disclosure is authorised. This includes information circulated by email and other electronic format.

#### **Policy for forming policy positions**

1. The board will endeavour to reach a consensus on key policy issues for NIFO members and to record such policy positions.
2. Policy positions can be agreed at board meetings or between meetings by passing of written resolutions. The secretary will bring all policy positions to the attention of the general membership
3. Directors will have a mandate to represent agreed policy positions where directors are delegates on behalf of NIFO.
4. If a consensus cannot be reached on an issue, then majority/minority positions may be recorded as the NIFO position.

#### **Obligations for directors**

1. Directors of NIFO shall fulfil all regulatory and statutory obligations to which they are subject.
2. Directors shall use all reasonable endeavours to attend all meetings of the board
3. The secretary will advise the board when these meetings are taking place and directors will table proposals as required regarding any substitutions in advance of the meeting
4. Where the board is seeking to reach a position in advance of a meeting at which the position is required, members will reply as expediently as possible.

#### **Responsibility**

1. This Code of Conduct shall be provided to and retained by all members of the NIFO.
2. Members, directors employees and contractors to NIFO, will seek practical guidance and direction of the board of directors as required on ethical considerations which may arise.

#### **Collective Responsibility**

1. Since NIFO functions as a collective unit, individual members of NIFO other than any duly nominated members, should not make representations, issue statements or take any other action on behalf of NIFO, without the express authority of the board.
2. Members, directors, employees of or contactors to NIFO must not seek to obtain any personal advantage, fees or services by virtue of their status in relation to NIFO.



## **National Inshore Fishermen's Organisation CLG.**

### **Code of Conduct for members, directors, employees and contractors**

#### **Breaches of the Code of conduct, complaints and sanctions**

Where a member feels the code of conduct has been breached, or any rules, statutory or otherwise, relevant to NIFO have been broken, they should notify the board in writing of the same. The board must then consider the issue within one month of the notification. Should the board decide that the code has been breached or rules have been broken it may decide to administer sanctions, at its discretion and as it sees appropriate. These sanctions may include expulsion from the association. Any decision by the board in such matters is final.

#### **Review**

The application and development of this Code of Conduct will be reviewed annually at the AGM, amendments to this code will require a 2/3 majority decision at a general meeting and must be proposed in advance of the same.