

Conflict of Interest and Duty Policy

Sustainable Timber Tasmania is responsible for land management and wood production in Tasmania's Permanent Timber Production Zone.

Objective

The purpose of this policy is to ensure that all employees and Directors of Sustainable Timber Tasmania act with integrity, transparency and in the best interests of the organisation.

This policy establishes the principles, supported by procedures, to identify, disclose and manage actual, potential or perceived conflicts of interest and duty, in accordance with the Government Business Enterprises Act 1995 (Tasmania), the Code of Conduct for Directors of Tasmanian Government Bodies (2022) and relevant governance frameworks.

A conflict of interest occurs when an employee or Director has personal interests that could improperly influence, or be perceived to influence, their judgement, decisions or actions in the performance of their duties for Sustainable Timber Tasmania. The policy covers conflicts of interest (personal or financial) and conflicts of duty (competing roles or obligations owed to other entities or persons).

The Conflict of Interest and Duty Policy applies to all Sustainable Timber Tasmania employees and Directors. Employees include paid employees, contracted staff, trainees, cadets, student placements, affiliates, and volunteers.

Under this policy, Sustainable Timber Tasmania employees and Directors will:

- Declare any actual, perceived, or potential conflict of interest as defined in the Conflict of Interest and Duty Procedure.
- Comply with the Conflict of Interest and Duty Procedure.
- Comply with the Whistleblower and Public Interest Disclosure Policy and the Gifts, Benefits and Hospitality Policy.
- Conduct all business in an honest and ethical manner.
- Act professionally, fairly, and with integrity in all business dealings and relationships.
- Reject any efforts made by others, including existing or potential suppliers, customers or clients, to unfairly affect any official decision-making process in order to achieve unfair advantage or benefit.



Rob de Fegely,

Chair

10 November 2025