



Code of Conduct Committee – who are we?

The Committee is made up of:

- An independent honorary chair
- Six members elected by and from the Council of ACFID members;
- One appointed representative of the Australian community
- Up to three specialist-based appointed positions, with skills and experience in accordance with current requirements of the Committee.

INDEPENDENT CHAIR – ALAN CAMERON

Alan has extensive experience in public and private sector governance, serving as the Chair of the Australian Securities and Investments Commission (ASIC) for seven years. Prior to that he was Commonwealth and Defence Force Ombudsman and a judicial member of the NSW Equal Opportunity Tribunal and Chair of the Business Law Section of the Law Council of Australia.

Since leaving ASIC in 2000, Alan has been both a company director and involved in regulatory projects, law reform and governance reviews of various kinds in Australia and overseas. He was Deputy Chancellor of the University of Sydney and a previous Chair of the Sydney Peace Foundation, the NSW Law Reform Commission and the Tristan Jepson Memorial Foundation, which addresses well-being in the legal profession.

Alan is currently Chair of the Legal Services Council and Chair of .au Domain Administration Limited. He was appointed as a Member of the Order of Australia in 1997, and as an Officer in 2011.

ELECTED MEMBER – ADAM HEGEDUS

Managing Director and Co-Founder, Educating the Future

Adam is the Managing Director and Co-Founder of Educating The Future, a youth-led NGO that enables in-need Timorese children an access to a pre-school education through community-led construction and advocacy campaigns. The organisation enables over 500 children to receive an education per year where otherwise they would not have.

Adam is an active member of the ACFID Climate Policy and Practice Community and has a wide range of volunteer experiences with NGOs in Indonesia, Ukraine and Australia. Adam is also part of Teach Us Consent as Company Secretary, an Australian advocacy movement that supported and mandated holistic and age-appropriate consent education for all children K-10 years.

Currently, Adam is specialising in international development at the University of Oxford completing a Master of Public Policy and MBA (Social Impact), building on his degrees and

academic qualifications from the University of Sydney and UNSW in Commerce. He also received an AICD Scholarship for Governance Foundations for NGOs, is learning 5 languages and completed his First Class Honours thesis on 'Achieving Gender Equality on Australian Boards of Directors'.

ELECTED MEMBER – TRISHA HOPPER

Compliance and Contracts Partner, The Fred Hollows Foundation

Trish Hopper is a lawyer with over 7 years' experience in the not for profit sector. She has been at The Fred Hollows Foundation since 2018, and in that time has worked to enhance and embed compliance processes and frameworks across the organisation and synthesize relevant codes and standards with internal policy development.

As part of her current role Trish has carried out significant projects mapping DFAT, ACFID and DFID reporting requirements and has played a key role in preparing The Foundation for Accreditation as part of the Accreditation Working Group. She is also responsible for ongoing monitoring and reporting in relation to the organisation's compliance requirements including ACFID, the ACNC, and aspects of DFAT compliance.

As one of The Foundation's Safeguarding Focal Points, Trish conducts safeguarding and child protection training across the organization and with implementing partners where required.

Trish is a firm believer that good compliance, as with good governance, should be embedded in everything we do rather than considered onerous or an afterthought. She is keen to encourage and support the international development sector to operate to high ethical and socially responsible standards and believes that the sharing of knowledge and resources across the development community is vital.

Prior to her current role Trish was at Wesley Mission where she was a member of the Quality, Risk & Compliance committee (non-Board). She is a member of ACFID's Safeguarding and Risk & Compliance Communities of Practice.

ELECTED MEMBER – TRICIA KEYS

Head of Operations, Act for Peace

Tricia Keys had been working in the not-for-profit and international development sector for nearly 15 years.

Tricia has extensive experience in regulatory compliance, is currently the Head Operations at Act for Peace and has wide ranging knowledge of the ACFID Code, its requirements and application. Coming from an allied health and program management background Tricia also has a thorough understanding of development, its issues and practical implementation measures. She has a special interest in evaluation and measuring impact, including ensuring systems are in place to better ensure effectiveness and accountability.

Her strengths include international program management, operations management, program evaluation, improving regulatory compliance, risk management, shaping organisational structure and strategic planning.

Bachelor of Optometry, Grad Cert in Program Evaluation, Master of Public Health

ELECTED MEMBER – LAUREN HALLETT

Executive Director, Femili PNG Australia

Lauren has worked in the international aid and development sector since 2010, with a focus on health and rehabilitation in the Pacific Region. In 2022, Lauren joined the FemiliPNG Australia team, working to prevent and respond to family and sexual violence in PNG, in partnership with Femili PNG. Lauren has a background in Occupational Therapy, working in New Zealand, Ireland and Australia. She completed her MBA through RMIT in 2022, keen to expand her understanding of business approaches to sustainability and management that could be applied to the non-profit sector.

ELECTED MEMBER – LEAH ODONGO

Deputy Executive Director/Program Director, Australian Lutheran World Service

Leah has over 12 years hands-on experience in international aid and development and has spent a number of years working in refugee camps and their host communities in the East and Horn of Africa and most recently with communities impacted by poverty, injustice and disasters in the East Asia, the Pacific and Broader Sub Saharan Africa. Prior to her work in the International Aid and Development Sector, Leah who is also a qualified Human Rights Lawyer worked in the Legal Department - Complaints and Redress Section of the Kenya National Commission on Human Rights.

Leah has several years of organizational management experience and serves in several advisory committees. She has practical experience in developing and implementing Organisational effectiveness and compliance frameworks within the context of international development partnerships. Leah has a great interest in strengthening international aid and development practice through policy accountability and transparency processes and actively participates in various related dialogues through formal and informal Groups and Networks within the sector.

Masters degree in Business Administration, Post Graduate Diploma in Law, Bachelor of Academic Laws (BAL) and Bachelor of Law (LL.B).

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SPECIALIST APPOINTMENT – BATYA ATLAS

Programs and Partnership Specialist

A trained partnership broker with over 20 years' experience in global health, Batya has extensive experience in partnership development, external relations and program implementation. Currently Chief, Australia & New Zealand Office for International Planned Parenthood Federation, Batya is a passionate advocate for gender equality and human rights.

Prior to this Batya led External Relations at Marie Stopes International Australia, and enjoyed many years working in sexual and reproductive health while living in Nepal, Viet Nam and Cambodia.

Building on her international experience, Batya has also worked within the Australian health sector as Head of Corporate Partnerships for Australian Red Cross Lifeblood, building innovative impactful and innovative partnerships with the corporate sector.

SPECIALIST APPOINTMENT – MATTHEW OXENHAM

Accounting Specialist

Matthew is a Chartered Accountant Forensic Accounting Specialist and an experienced compliance and integrity professional with over 13 years' professional experience. He has worked with government, private sector, and not-for-profit clients to enhance the integrity of compliance programs, investigate the facts, and manage regulatory challenges. Matthew's specialisations include investigations and compliance, forensic accounting, fraud and corruption risk management, and integrity related matters. Matthew also has experience in strategic risk management, internal audit, financial viability and solvency reviews, financial and cost modelling engagements, and funding controller appointments.

Matthew has worked in finance adviser roles with the Kenya Red Cross and Tonga Health Promotion Foundation and consulted for the Department of Foreign Affairs and Trade, undertaking several compliance audits of non-government organisations and managing contractors. He has a strong understanding and experience with the financial and legal issues that impact organisations generating a significant portion of their income through donor agreements.

CA Forensic Accounting Specialist, Associate Member – Association of Certified Fraud Examiners, Master of Applied Finance, Bachelor of Economics and Bachelor of Commerce.

SPECIALIST APPOINTMENT – PETER WOODS

Australian Community Representative

Peter is an experienced consultant specialising in corporate governance and information and communication technology. Previously he worked in various Senior Executive roles in the Australian Government Environment portfolio, and has formally represented the Australian Government at international environment forums including ECOAsia, the Asia Pacific Forum for the Environment and Development and UNESCO.

Peter has had extensive experience in public policy development, program management and community engagement in several different subject areas at both Australian Government and State/Territory government level. These include aviation, arts, community services, environment, health, heritage, housing, recreation, territories and welfare.

Peter has been a board member and Deputy Chair of the Banksia Foundation and served on the boards of the Centre for Environmental Education (Australia), AFL Canberra and COTA ACT.

SPECIALIST APPOINTMENT – HANSIKA BHAGANI

Marketing and Communications Specialist

Hansika has 17 years' experience as a video editor and producer, journalist, and communications professional for Australian and international NGOs.

Hansika was previously at Australian Red Cross, and Save the Children Australia where she worked across print and digital brand and storytelling. She has also previously managed communications for the Australian Institute for Disaster Resilience, the Research for Development Impact Network, and Vision 2020 Australia.

Internationally, Hansika has been with IFRC in Botswana, supporting interventions for drought and flood relief, supporting National Societies with communications strategy, running the regional Social Media Summit, and developing templates for emergency and disaster communications. She's also been Advocacy and Communications Officer for UN Women Bangladesh. And she cut her professional teeth with ABC's Four Corners.

MA Journalism, Bachelor of Arts (Media and Comms.)

