

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 Institutional Funding, The Fred Hollows Foundation

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 of Institutional Funding at The Fred Hollows Foundation 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

across the organisation. Sally also serves as Co-Convenor of ACFID's ANCP Community of Practice, fostering collaboration and sector-wide learning on compliance and ethics.

With a Master of Social Change and Development from the University of Newcastle and specialist training in governance, risk management and fundraising compliance through AICD, FIA and the Governance Institute of Australia. Sally is committed to ethical practice, transparency, and strengthening accountability across the sector.

ELECTED MEMBER – SALLY MILES

CEO, SeeBeyondBorders Australia

Sally is a senior leader in the international development and not-for-profit sector with over two decades of experience across education, sustainability, and social change. As CEO of SeeBeyondBorders Australia, she oversees strategy, partnerships, compliance, and governance, ensuring adherence to the ACFID Code of Conduct and DFAT's ANCP accreditation.

She brings extensive experience in applying the ACFID Code of Conduct through the Code Self-Assessments and embedding safeguarding and accountability frameworks

ELECTED MEMBER – UMA KOMALAN

Senior Safeguarding lead, Plan International Australia

Uma is a Strength-based program quality and safeguarding leader specialised in program management, quality standards and systems development, practice governance, accountability and quality assurance. She has deep expertise in all aspects of safeguarding practice-prevention, detection, response and accountability.

Uma has a proven track record of successful policy, systems and strategy development, cross-functional stakeholder coordination and organizational capacity development. She is deeply passionate about creating safe environments by applying quality and accountability standards to organizational operations and programs.

Uma has nearly 20 years of community and international development experience in a range of settings in Australia and overseas spanning across government, UN, bi-lateral donors, faith-based organisations, and local, national and international NGOs.

Uma holds a Master of Arts in Social Work and Bachelor of Commerce.

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 a Senior Health Advisor to the DFAT Global Health Division and former 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.)

