



**ADELAIDE LAWN MOWERS ASSOCIATION INC.**

## **CONSTITUTION**

in accordance with the  
**ASSOCIATIONS INCORPORATION ACT**  
1985

REVISED October 17 2016  
Amended 24 May 2017  
Repeals 1983, 1989 2011 editions  
Editor Steve Pinnell  
Secretary

## DEFINITIONS

“committee” means the Management Committee of the Association

“general meeting” means a general meeting of members of the Association convened in accordance with these rules

“member” means a member of the Association, who shall be a natural person.

“the Act “ means the Association Incorporation Act 1985

“special resolution” means a special resolution defined in the Act

“month” shall mean a calendar month.

A special resolution is a special resolution as defined in the Act.

An ordinary resolution is a resolution passed by a simple majority at a general meeting.

1. The name of the Association shall be the Adelaide Lawn Mowers Association Incorporated referred to herein as “the Association”

## 2. SITUATION OF ASSOCIATION

- a) The registered Office of the Association shall be situated at 76 Winston Avenue, Melrose Park. South Australia
- b) Management of the Association shall be located in perpetuity in the State of South Australia.

## 3. OBJECTS OF THE ASSOCIATION

- a) The Objects of the Association are :-
- b) The main purpose of the Association is the development of the relevant resource and can be : Promoting development by various means, including research, providing facilities, training, improving marketing methods, facilitating cooperating and similar activities. Any other purpose of the organisation is incidental, ancillary or secondary to promoting development of the relevant resource .\* Amended 17 Oct 2016
- c) To encourage high ethical standards in business and to effect an interchange of ideas as a means of increasing efficiency.
- d) To encourage cooperation amongst its Members and improve their knowledge and technique on all matters connected with turf care.
- e) To arrange lectures, social, and recreation events for the benefit and enjoyment of its Members.
- f) To communicate to Members and to the public, information on all matters relating to Turf maintenance, and to publish and circulate such papers, books, leaflets and circulars as may seem conducive to any of the objects of the Association.
- g) To promote the activities of the Association and its members as a responsible Industry organization.
- h) To acquire property for the purpose of the Association.
- i) To raise or borrow funds, upon such terms and conditions as the Association thinks fit, for carrying out the objects of the Association.

## 4. LOGO

- a) All members shall, where possible, in any form of advertising they undertake, include the Registered Logo of the Association, or the words : ‘Member of the Adelaide Lawnmowers Association.’
- b) All members shall properly identify themselves as a member of ALMA by displaying corporate logos
- c) Initial supply shall be at no cost to members
- d) Trailer signs remain the absolute property of Adelaide Lawn Mowers Association Inc
- e) Upon cessation of membership the sign panels shall be returned to an authorised Officer of the Association, or the individual member shall be charged an amount to cover costs of the said trailer signs.
- f) Signs shall be maintained in good order

## 5. POWERS OF THE ASSOCIATION

- a) For the purpose of carrying out its objectives, the Association may :
- b) Acquire, hold deal with, and dispose of, any Real or Personal Property and administer any property on trust and invest its moneys :
- c) In any security in which Trust moneys may, by Act of Parliament be invested or
- d) in any other manner authorised by the rules of Association to borrow money upon such terms and conditions as the Association thinks fit; and give such security for the discharge of Liabilities incurred by the Association as the Association thinks fit; and appoint agents to transact any business of the Association on its behalf; and enter into any other contracts it considers necessary or desirable.

## 6. MEMBERSHIP

Any person who applies for Membership of the Association shall be proposed by one member and seconded by another.

### a) MEMBERS

- i) The Association shall consist of Members who shall be persons of good character engaged as principals in business of turf care and management and allied trades whose primary source of income is derived from that activity and approved by the Management Committee.

- ii) No person who is engaged whether as a principal or as an employee or under any franchise agreement in any trade, calling, business or occupation shall be admitted to membership without the approval of the Management Committee.
- iii) A Member who engages whether as a principal or as an employee in any other trade, calling, business or occupation shall cease to be a member of the Association upon the expiration of one calendar month from commencing so to be engaged.

**b) COUNTRY MEMBER**

A person resident outside of a 50 kilometres radius (North, East & South) from Adelaide and complying with the requirement of a Member may apply for admission as a Country Member.

**c) NATIONAL MEMBER**

A person resident in any State or Territory of Australia other than South Australia and complying with the requirement of a Member may apply for admission as a National Member.

**d) RETIRED MEMBERS**

A person may be invited at the Management Committee's discretion, to continue and be acknowledged as a retired member, including the right to be elected to the Management Committee, but shall be excluded from the right to vote at any other meeting, unless they are serving on the Management Committee at that time.

**e) LIFE MEMBERS**

- i) Where it is deemed appropriate, the Management Committee can recommend a life Membership is awarded to a member for continued exemplary service to the Association:-
- ii) Life Membership shall be ratified by members at an Annual General Meeting.
- iii) To be eligible for Life membership, a member must have served 15 years of continual membership of which 5 years shall be served on a committee of the Association. Note, this service does not automatically entitle any member to Life membership (see clause (e)(i) above)

7. All members are required to have adequate liability insurance.

**8. ADMISSION TO MEMBERSHIP**

The application for membership shall be made in the prescribed form, signed by the applicant and the proposer and seconder. Upon the acceptance of the application by the Management Committee and upon payment of the first annual subscription and an entrance fee, the applicant shall be a member of the association.

**9. SUBSCRIPTIONS**

- a) The subscription fees for membership shall be such Sum prescribed in Schedule 1, as the Management Committee shall determine from time to time.
- b) The subscription fees shall be due and payable annually on 1 July or in any such instalments as may be determined by the Management Committee.
- c) Any Member whose subscription has not been paid within 30 days of its due date, and who shall have been provided with one month's notice in writing requiring payment of such subscriptions, may at the discretion of the Management Committee be struck off the roll of members, whereupon that Member shall cease to be a Member and that Member's rights to benefit from or utilise the privileges of the Association shall be absolutely forfeited.
- d) The President, Secretary and Treasurer will be paid an Honorarium equal to one year's subscription to the Association.

**10. CESSATION OF MEMBERSHIP**

- a) A member may resign from membership of the association by giving written notice to the Secretary or Public Officer of the association. Any member so resigning shall be liable for any outstanding subscriptions that may be recovered as a debt due to the Association.
- b) Membership of the Association by any member shall cease upon the Management Committee resolving that it is satisfied having made due enquiry that the member has ceased to have as his/her main business and means of livelihood lawn maintenance or any allied trade approved by the Management Committee.

**11. MISCONDUCT**

- a) No member shall wilfully canvass or solicit business from a client of another member. Any member found guilty of a breach of this rule or of any conduct detrimental to the Association may be dealt with at a Special Committee Meeting to show just cause why said member should not be asked to resign from the Association in lieu of expulsion. The Committee shall have the power to impose a fine not in excess of the accepted commercial valuation of Goodwill for each such offence. Committee decisions will be final.

- b) Members are required to abide by the Code of Ethics. (Appendix 2)

## 12. EXPULSION OF A MEMBER

- a) Subject to giving a member an opportunity to be heard or to make a written submission, the Management Committee may resolve to expel a member upon a charge of misconduct detrimental to the interests of the association.
- b) Particulars of the charge shall be communicated to the member at least one month before the meeting of the committee at which the matter will be determined.
- c) The determination of the committee shall be communicated to the member, and in the event of an adverse determination the member shall cease to be a member after the committee has communicated its determination to the member.
- d) It shall be open to a member to appeal to the association in general meeting against the expulsion.
- e) The intention to appeal shall be communicated to the Secretary or Public Officer of the association within 14 days after the determination of the committee has been communicated to the member.
- f) In the event of an appeal, the appellant's membership of the Association shall not be terminated unless the determination of the committee to expel the member is upheld by the members of the association in general meeting after the appellant has been heard by the members of the association, and in such event membership will be terminated at the date of the General Meeting at which the determination of the committee is upheld.

## 13. REGISTER OF MEMBERS

- a) The management committee shall cause a register to be kept in which shall be entered the name and residential addresses of all persons admitted to membership of the association and the dates of their admission.
- b) Particulars shall be entered into the register of resignations, terminations of membership and any further particulars as the management committee or the members at any general meeting may require from time to time.
- c) A copy of the details kept of any member shall be available for inspection by that member at all reasonable times after application to the secretary for such inspection.

## 14. POWERS AND DUTIES OF THE COMMITTEE

- a) The affairs of the Association shall be managed and controlled by a Management Committee which in addition to any powers and authorities conferred by these rules may exercise all such powers and do all such things as are within the objects of the Association, and are not by the Act or by these rules required to be done by the Association in General Meeting.
- b) The Committee has the management and control of the funds and other property of the Association.
- c) The committee shall have authority to interpret the meaning of these rules and any other matter relating to the affairs of the Association on which these rules are silent.
- d) The Executive shall comprise of a President, Vice-President, Secretary and Treasurer.
- e) The Management Committee shall comprise the Executive and at least five Committee members

## 15. PRESIDENT

The President shall be the Chief Officer and Public Officer of the Association.

Notice of appointment and any change in the identity or address of the Public Officer, is to be lodged within one month after the change (Form 10) with the Office of Consumer and Business Affairs.

## 16. SECRETARY

- a) The Secretary shall be responsible for conducting the correspondence on behalf of the Association and shall send a notice of all General Meetings to each Member.
- b) The Secretary shall keep minutes of all meetings and such other records as may be considered proper by the Management Committee and shall generally carry out the directions of the President and the Management Committee and decisions of General Meetings.

## 17. APPOINTMENT

- a) The Committee shall hold office until the next Annual General Meeting.
- b) A retiring committee member shall be eligible to stand for re-election. All persons standing for election shall be nominated by a member of the Association, and the nomination of that person shall be delivered to the secretary of the Association.. The nomination shall be signed by the proposer and by the nominee.
- c) The committee may appoint a person to fill a casual vacancy, and such a committee member shall hold office until the next annual general meeting of the Association.
- d) To be eligible for election to the Management Committee, members shall have been financial for a minimum of one year immediately prior to the Annual General Meeting at which they are nominated. To be eligible for election to the position of Office Bearer a member shall have served a minimum of two one year periods on the Management Committee.

- e) Candidates may be nominated at the Annual General Meeting, and if more than the required number for any office shall agree to stand, an election shall take place by ballot. The candidate receiving a simple majority shall be declared elected, but in the event of an equality of votes, the Chairperson shall have a casting vote, but shall not have an ordinary vote.

#### 18. PROCEEDINGS OF COMMITTEE

- a) The committee shall meet together for the dispatch of business monthly.
- b) The President shall preside as Chairperson at a committee meeting of the Association.
- c) If the President is not present within five minutes after the time appointed for holding the meeting, or he or she is present but declines to take or retires from the chair, the committee members may choose one of their own number to be the Chairperson of that meeting.
- d) Questions arising at any meeting of the Committee shall be decided by a majority of votes, and in the event of equality of votes the Chairperson shall have a casting vote in addition to a deliberative vote.
- e) A quorum for a meeting of the Committee shall consist of at least two Executive members and one General Committee member.
- f) A member of any Committee having a direct or indirect pecuniary interest in a contract or proposed contract, with the Association must disclose the nature and extent of that interest to the committee as required by the Act, and shall not vote with respect to that contract or proposed contract. The member of the Committee must disclose the nature and extent of his or her interest in the contract at the next Annual General Meeting of the Association.

#### 19. DISQUALIFICATION OF COMMITTEE MEMBERS

- a) The office of a committee member shall become vacant if a committee member is:
- b) disqualified from being a committee member by the Act;
- c) expelled as a member under these rules;
- d) permanently incapacitated by ill health;
- e) absent without apology from more than four meetings in a financial year;

#### 20. SEAL

- a) The Association shall have a common seal upon which its corporate name shall appear in legible characters.
- b) The seal shall not be used without the express authorisation of the Committee, and every use of the seal shall be recorded in the minute book of the Association. The affixing of the seal shall be witnessed by the President and the Secretary.

#### 21. MEETINGS

##### a) ANNUAL GENERAL MEETINGS

- i) The committee shall call an Annual General Meeting in accordance with the Act and these rules.
- ii) The order of the business at the meeting shall be:
- iii) The confirmation of the minutes of the previous Annual General Meeting and of any Special General Meeting held since that meeting.
- iv) The consideration of the accounts and reports of the committee and
- v) the auditor's report (if auditor's report is required)
- vi) The election of committee members
- vii) any other business requiring consideration by the Association in Annual General Meeting.

##### b) SPECIAL GENERAL MEETINGS

- i) The committee may call a Special General Meeting of the Association at any time.
- ii) Upon receiving in writing from not less than 5% of the total number of members of the Association, the Committee shall within one month of the receipt of the application, convene a Special General Meeting for the purpose specified in the application.
- iii) Every request for a Special General Meeting shall be signed by the relevant members and shall state the purpose of the meeting.
- iv) If a special general meeting is not convened within one month, the applicants, or at least 50% of their number, may convene a Special General Meeting. Such a meeting shall be convened in the same manner as nearly as practical as a meeting convened by the committee, and for this purpose the committee shall ensure that the applicants are supplied free of charge with particulars of the members entitled to receive a notice of meeting. The reasonable expenses of convening and conducting such a meeting shall be borne by the Association.

#### 22. NOTICE OF MEETINGS

- a) At least 7 days notice of any Annual General Meeting shall be given to members.

- b) The notice shall set out where and when the meeting will be held, and particulars of the nature and order of the business to be transacted at the meeting.
- c) Notice of a meeting at which a special resolution is to be proposed shall be given at least 21 days prior to the date of the meeting.
- d) A notice may be given by the Association to any member by serving the member with the notice personally, or by sending it by post to the address appearing in the register of members.
- e) Where a notice is sent by post:
- f) the service is effected by properly addressing, prepaying and posting a letter or packet containing the notice; and
- g) unless the contrary is proved, service will be taken to have been effected at the time at which the letter or packet would be delivered in the ordinary course of post.

#### 23. PROCEEDINGS AT GENERAL MEETINGS

- a) Twenty (20) members shall be a quorum for an Annual General Meeting or Special General Meeting. No business shall be transacted at any Annual General or Special meeting unless and until the requisite quorum is present.
- b) If within 30 minutes after the time appointed for the meeting, a quorum of members is not present, a meeting convened upon the request of members shall lapse. In any other case, the meeting shall stand adjourned to the same day in the next week, at the same time and place and if at such adjourned meeting a quorum is not present within 30 minutes of the time appointed for the meeting the members present shall form a quorum.
- c) The President shall preside as Chairperson at any General Meeting of the Association
- d) If the President is not present within thirty minutes after the time appointed for holding the meeting, or he or she is present but declines to take or retires from the chair, the members may choose a committee member or one of their own number to be the chairperson of that meeting.
- e) A quorum for conducting business at a monthly meeting shall be those members present at the meeting.

#### 24. VOTING AT GENERAL MEETINGS

- a) Subject to these rules, every member of the Association has only one vote at a meeting of the Association.
- b) Subject to these rules, a question for decision at a General Meeting, other than a Special resolution, must be determined by a majority of members who vote in person or, where proxies are allowed, by proxy, at that meeting.
- c) Unless a poll is demanded a question for decision at a general meeting may be determined by a show of hands, or secret ballot.
- d) No member whose subscription is in arrears shall be entitled to notice of any meeting, nor shall they be entitled to any vote thereat.
- e) Attendance at a general meeting shall be determined by reference to attendance register which all present are required to sign. A member who fails to sign shall be deemed to have been absent regardless of information supplied in the official minutes.

#### 25. POLL AT GENERAL MEETINGS

- a) If a poll is demanded it must be conducted in a manner specified by the person presiding and the result of the poll is the resolution of the meeting on that question.
- b) A poll demanded for the election of a person presiding or on a question of adjournment must be taken immediately, but any other poll may be conducted at any time before the close of the meeting.

#### 26. PROXIES

A member may appoint a proxy who is a member of the Association. Such appointment shall be in writing and lodged with the Secretary at least 7 days prior to the meeting.

#### 27. MINUTES

- a) Proper minutes of all proceedings of General Meetings of the Association and of meetings of the committee, shall be entered within one month after the relevant meeting in minute books kept for the purpose.
- b) The minutes kept pursuant to this rule must be confirmed by the members of the Association or the members of the committee (as relevant) at a subsequent meeting.
- c) The minutes kept pursuant to this rule shall be signed by the chairperson of the meeting at which the proceedings took place or by the chairperson of the next succeeding meeting at which the minutes are confirmed.
- d) Where minutes are entered and signed they shall, until the contrary is proved, be evidence that the meeting was convened and duly held and a proper record of proceedings held at the meeting.

#### 28. DISPUTE RESOLUTION

- a) The dispute resolution procedure set out in this rule applies to disputes under these Rules between -
- b) A member and another member
- c) A member and the Association

- d) The parties to the dispute must meet and discuss the matter in dispute, and, if possible resolve the dispute within 14 days after the dispute comes to the attention of all of the parties.
- e) If the parties are unable to resolve the dispute at the meeting the parties may choose to meet and discuss the dispute before an independent third person agreed to by the parties.
- f) In this rule "member" includes any person who was a member not more than six months before the dispute occurred.

## 29. FINANCIAL REPORTING

### a) FINANCIAL YEAR

The financial year of the Association shall be the period ending on the 30 June of each calendar year.

- b) The Association shall keep and retain such accounting records as are necessary to correctly record and explain the financial transactions and financial position of the Association in accordance with the Act.
- c) The accounts, together with the auditor's report on the accounts, the committee's statement and the committee's report, shall be laid before members at the Annual General Meeting.

## 30. SICKNESS ASSISTANCE

- a) Members automatically join the scheme once becoming a Full Member.
- b) All Members nominated by the sickness benefits Officer are obliged to assist a member for whom assistance has been requested. Any member, who refuses to give assistance when so requested, forfeits their right for reciprocal assistance in the future.
- c) A member may not apply for assistance unless they are reasonably sure they will not be able to work for a period of seven consecutive days or more, and shall produce a medical certificate.
- d) A sick or incapacitated member can expect assistance at any one time for a continuous period of twenty-six weeks. Further assistance after twenty-six weeks will be at the discretion of the Management Committee, who will be required to investigate all circumstances relating to the sick incapacitated member at that time.
- e) Members who are sick or incapacitated and requiring assistance shall give the names and addresses of clients.
- f) Assistance shall not be granted in the case of the sickness or incapacity of a partner who is not a member or an employee of a member.
- g) A member joining the sickness benefit scheme shall not be entitled to aid from the Association for a period of eight weeks from the date of his acceptance as a member.
- h) Sick Work Assistance will be refused to members whose injuries occur as a result of the failure to wear safety equipment whilst working, Boots or enclosed shoes (thongs, bare feet are unacceptable) Safety Glasses or prescription Safety Glasses and all other safety equipment a member might reasonably have been expected to wear, and which would have prevented an injury.

## 31. MEMBERS OBLIGATION TO A SICK MEMBER

- a) A sick member's work shall receive immediate attention as directed by the Committee.
- b) Work carried out on behalf of the sick member is to be done efficiently and at the existing price.
- c) Any outstanding fees received on behalf of the sick or incapacitated member shall be paid promptly to the sick or incapacitated member and a receipt signed on their behalf for payment of the sum collected.
- d) In the event of any member borrowing plant or equipment from the sick or incapacitated member he/she shall not be responsible for reasonable wear and tear in respect thereof. In the event of any dispute as to what constituted fair wear and tear, the Management Committee shall adjudicate and its decision shall be binding upon all members.
- e) It is the responsibility of the member nominated to do the work and to see that this work is carried out.
- f) A nominated member engaged in assisting a sick member may request to be replaced after a continuous period of thirteen weeks.
- g) Job cards will be distributed to members by the Management Committee or persons nominated by the Management Committee.
- h) The President and Treasurer are exempt from sick work.
- i) A member may accept a greater amount of work by their own choosing, but does so without gaining any advantage what so ever.

## 32. PROHIBITION AGAINST SECURING PROFITS FOR MEMBERS

The income and capital of the Association shall be applied exclusively to the promotion of its objects and no portion shall be paid or distributed directly or indirectly to members or their associates except as bona fide remuneration of a member for services rendered or expenses incurred on behalf of the Association.

33. WINDING UP – “special resolution” of an incorporated association means -

- a) Where the rules of the association provide for the membership of the association – a resolution passed at a duly convened meeting of the members of the association if –
  - (i) At least 21 days written notice specifying the intention to propose the resolution as a special resolution has been given to all members of the association, and
  - (ii) It is passed at a meeting referred to in this paragraph by a majority of not less than **three quarters** of such members of the association as, being entitled to do so, vote in person or, where proxies are allowed, by proxy, at that meeting.

34. RULES

- a) These rules may be altered or rescinded or added to by the Management Committee, after giving all members whose subscriptions are not in arrears fourteen (14) days notice in writing of the proposed alteration, rescission or addition.
- b) If any objection is received thereto by the Management Committee a Special General Meeting shall be called to consider the particular alteration, rescission or addition.
- c) The alteration shall be registered with the Office of Consumer and Business Affairs, Corporate Affairs and Compliance Branch, as required by the Act.
- d) The registered rules shall bind the Association and every member to the same extent as if they have respectively signed and sealed them, and agreed to be bound by all of the provisions thereof.

**Schedule 1**

Subscription at 30 June 2018

Joining fee New member \$50 (No trailer signs) OR \$185 (Inc trailer signs)

Annual subscription Full Member \$440. A late payment fee of \$50 may apply

Country Member 50% of Full member

National Member \$95

Retired Member \$55

This is the annexure marked ‘A’ referred to in the statutory declaration of

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made on the .....day of .....2017

before me .....

*Justice of the Peace*



## **Appendix 2: Code of Ethics and Professional Conduct**

The objective of Adelaide Lawnmowers Association Inc (ALMA) is to

- promote the interest of its members in all matters relating to turf care and maintenance.
- encourage high ethical standards in business.
- effect an interchange of ideas as a means of increasing efficiency.
- encourage cooperation amongst its members and improve their knowledge and technique on all matters connected with turf maintenance.
- communicate to members and to the public information on all matters relating to turf maintenance and to publish and circulate such papers, books, leaflets and circulars as may seem conducive to any of the objects of the Association.
- promote the activities of the Association and its members as a responsible industry organisation.

Professional lawn care and garden maintenance continues to be an important service to the public who look to professional lawn and garden care contractors to provide effective services. The public's perception that ALMA members provide an ethical and responsible service means they can expect a level of quality assurance not offered by other lawn contractors.

This privilege carries with it responsibilities and duties to many people. For that reason, ALMA has established this Code of Ethics to encompass pricing policies, a standard of workmanship and minimum standards of training and knowledge for membership of the Association and by which all members should voluntarily operate.

Under the Rules of the Adelaide Lawnmowers Association Inc, membership is contingent upon the member conforming to the letter and spirit of this Code of Ethics.

The Code sets forth principles for the guidance of members of the Association. The Code defines ethical standards to ensure the upholding of the principles which address the obligations to the public, the client, and colleagues.

Members thought to be in violation of this Code should be reported to the Association. The Ethics Committee of ALMA will investigate alleged violations of this Code.

### **Obligations to the Public**

- Members have obligations to the public to embrace the spirit and letter of the laws governing their commercial activities and should thoughtfully consider the social and environmental impact of their activities.
- Members shall neither communicate nor promote themselves or their professional services in false, misleading or deceptive manners.
- To conduct services primarily with regard to the safety, health and welfare of the public.
- They shall strive to improve the environment and the quality of the life and habitat within it in a sustainable manner, being fully mindful of the effect of their work on the widest interests of all those who may be reasonably expected to use or enjoy the product of their work

### **Obligations to the Client**

- Members have obligations to their clients to carry out their professional work faithfully, conscientiously, competently, and in a professional manner
- They should exercise unprejudiced and unbiased judgement with due regard to the relevant technical and professional standards when performing all professional services.
- Shall not conduct activities in a manner involving dishonesty, fraud, deceit, misrepresentation or bias.
- To operate constantly in accordance with the best and accepted ethical business practices.
- To provide services, recommendations and information based on honest, scientific, accurate and factual knowledge. (loosely interpreted as "Thou shalt not bullshit")
- To maintain professional competence by keeping abreast of new information and developments.
- Shall only undertake work where they can ensure that they possess adequate knowledge and abilities and where adequate financial and technical resources will be provided in order to fulfil their commitments in every respect to their clients.
- Members shall perform their professional work with due skill, care and diligence.
- Members shall carry out their work without undue delay and so far as it is within their powers within a reasonable time limit.

### **Obligation to the environment**

- Be responsible for the protection and preservation of our most valuable resource – the environment.
- Encourage and maintain ecologically sustainable and energy efficient development.
- Operate in a safe manner in handling all products and monitor safety and environmental factors relating to services performed.

### **Obligation to the Laws of our Land**

- Abide by all laws and government regulations, Federal, State, and Local, affecting lawn and landscape businesses, and support the enforcement of these laws.

### **Obligation to fellow professionals**

- To strive for the continued improvement to the image and reputation of lawn and garden maintenance contractors by good business practices.
- Refrain from the use of false, misleading or deceptive marketing or advertising practices that may result in the degradation of the professional industry image, or injure the professional image of fellow lawn and landscape professionals.
- utilise sound professional management practices and encourage associates/employees to respond in a like manner.
- Prices should be set at a suitable rate that will cover operating overheads and relevant Award hourly labour rates. Operating overheads include depreciation of plant and equipment and provision for replacement.
- Conduct professional activities in an interdisciplinary manner and recognise the need to collaborate with suitably qualified persons in areas where the member is less experienced.
- To recognise and respect the rights of competitors in the true spirit of individual endeavours and free commercial enterprise.
- Help all customers, non-member industry representatives, suppliers and fellow lawn and landscape companies become aware of the standards set forth in this Code of Ethics.

### **Obligation to the Association**

Participate in Association activities and events to help further the image of the profession.

Members shall where possible in any form of advertising they undertake include the registered logo of the Association and the words "Member of the Adelaide Lawnmowers Association"

The Code of Ethics and Professional Conduct was adopted by the Adelaide Lawnmowers Association Inc and ratified by members of the Association at a General Meeting on the 21 August 2000.

Until revoked or amended in accordance with the Rules of the Association, this Code of Ethics is that governing the professional activities of members of the Association.