

Our Company exists to provide for the relief of poverty, sickness, destitution, helplessness and distress in the community through the development and delivery of innovative housing services and solutions.

Our Vision is to create thriving communities where all people flourish. Our purpose is to deliver housing solutions and services that empower people on their journey to greater independence.

Our ability to achieve our Vision depends on strong governance—the framework of rules, relationships, policies, systems and processes that drive and enhance organisational performance and enable us to effectively deliver services.

This Charter provides a set of fundamental principles, adopted from best practice governance for companies and not-for-profit organisations, to help us manage our Company on an every-day basis to achieve the best outcomes for our stakeholders.

## Principles

The following principles have been adapted from both the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations* and the Australian Institute of Company Directors' *Good Governance Principles and Guidance for Not-for-Profit Organisations*.

### Principle 1: Roles and responsibilities

Respective roles and responsibilities of the Board and management and how their performance is monitored and evaluated should be established and disclosed.

### Principle 2: Board composition

The Board should be of an appropriate size, composition, mix of skills and commitment to enable it to discharge its duties effectively. An individual's skills and experience should build the collective capability and effective functioning of the Board.

### Principle 3: Board effectiveness

Careful forward planning of Board-related activities, the efficiency of Board meetings, Board performance, use of sub-committees and a succession plan should be regularly assessed.

### Principle 4: Organisation performance

The Board should set the vision, purpose and strategies of the Company, determine and assess appropriate performance categories and indicators for the Company, and play a role in enhancing the capacity and capabilities of the Company.

### Principle 5: Culture and ethics

The Board sets the tone for ethical and responsible decision-making throughout the Company.

### Principle 6: Recognise and manage risk

The Company should establish a sound risk management framework and periodically review the effectiveness of that framework.

### Principle 7: Integrity and accountability

The Company should have in place formal and rigorous processes that independently verify and safeguard the integrity of its corporate information and reporting to stakeholders.

### Principle 8: Engagement

The Board should help the organisation to engage effectively with stakeholders.

We will apply these principles through our strategic and business plans—including in how we manage risk, our people and our stakeholders. That is, the above principles will underpin our service delivery model and the decision-making of the Company.

*Ensuring our Company is doing the right things, in the right way, for the right people – in a timely, inclusive, open and accountable manner.*