



HEREFORDS
Australia

Herefords Australia – Dispute Resolution Policy

1. The dispute resolution procedure in this clause applies to disputes (disagreements) under the Herefords Australia Limited Regulations between a member or director and:
 - a. one or more members
 - b. one or more directors, or
 - c. the company.
2. A member must not start a dispute resolution procedure in relation to a matter which is the subject of a disciplinary procedure until the disciplinary procedure is completed.
3. Those involved in the dispute must try to resolve it between themselves within 14 days of knowing about it.
4. If those involved in the dispute do not resolve it under clause 3, they must within 10 days:
 - a. tell the Chairperson and the Chief Executive Officer about the dispute in writing
 - b. agree or request that a mediator be appointed, and
 - c. attempt in good faith to settle the dispute by mediation.
5. The mediator must:
 - a. be chosen by agreement of those involved, or
 - b. where those involved do not agree:
 - i. for disputes between members, a person chosen by the Chairperson and Chief Executive Officer, or
 - ii. for other disputes, the president of the law institute or society in the state or territory in which the company has its registered office.
6. A mediator chosen by the Chairperson and the Chief Executive Officer under clause 5(b)(i):
 - a. may be a member or former member of the company
 - b. must not have a personal interest in the dispute, and
 - c. must not be biased towards or against anyone involved in the dispute.
7. When conducting the mediation, the mediator must:
 - a. allow those involved a reasonable chance to be heard
 - b. allow those involved a reasonable chance to review any written statements
 - c. ensure that those involved are given natural justice, and
 - d. not make a decision on the dispute.