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CODE OF CONDUCT FOR PASTORS AND MANAGERS

In addition to complying with the Code of Conduct and all of Hillsong's policies, pastors and managers also have the responsibility to execute their managerial and supervisory duties with fairness and must comply with this Code of Conduct for pastors and managers.

You, as a pastor, manager or supervisor, should also ensure that you:

- do not condone, permit, or fail to report any breaches of the above code of conduct by employees under your supervision;
- promote a team spirit amongst employees through your own behaviour;
- maintain confidentiality when conducting investigations into employee grievances;
- avoid bias in decision making;
- ensure compliance with Hillsong procedures when counselling and disciplining employees;
- exercise objectivity when administering rewards or discipline;
- do not accept bribes, gifts or benefits; and
- do not represent someone else's idea as your own.

Breaches of this Code of Conduct are considered a very serious matter and will be dealt with in accordance with the Discipline and Termination Policy, which includes termination of employment.

Responsible Department	Human Resources
Contact Person	John Mays
Effective Date	31 st July 2008
Modifications	