

Policy Guidelines

The information that follows is the complete High Ideals Terms and Conditions.

Terms and Conditions Statement

High Ideals Pty Ltd is a service dedicated to connecting and promoting those who raise the bar in business. We hold high the values of Integrity, Positivity and Impact. Our service is based on the model of membership, where applicants are assessed against our High Ideals criteria and either granted membership or declined. All applicants receive feedback regarding the outcomes of the assessment process. We also offer member benefits which continue to grow and change based on what our members have indicated they are looking for in terms of benefits, and also what we are able to negotiate and provide in one form or another. We also provide information resources, including newsletters and articles, to the general public and members. From time to time, we may also be providing workshops, teleclasses and other events, including regional meetings and get togethers. We do not provide advice to any member of the general public or to High Ideals members at any time. Ours is a membership service aimed at providing a focused profile of those who excel in best practice professional values-based behaviours. Our members are responsible for their own choices, behaviour, profile content on our website and for the information they supply at the time of their application to High Ideals. High Ideals values the feedback from its members and the general public about other High Ideals members and we respond to all feedback professionally, respectfully and in a timely manner. In situations where there may be a complaint against a High Ideals member, this is properly reviewed with the individual making the complaint and the High Ideals member the complaint is regarding. Depending on the outcome of that review, High Ideals membership may be revoked. High Ideals reserves the right to decline an application for membership, or revoke existing memberships, at any time, and this will always be communicated with the individual via phone and followed up in writing via email. High Ideals accepts no responsibility or liability for the behaviour of any of its members, applicants for membership or any member of the general public who uses any of our services. High Ideals maintains a Quality Management System which drives our organisation from leadership responsibility to strategic management, from privacy and technology security protocols to learning and development for all team members. This Quality Management System also ensures that no High Ideals staff or subcontractor will behave in any unprofessional, unethical or illegal manner. Similarly, we require that the general public, applicants for membership and members also commit to professional, ethical and legal behaviours in their engagement, at any level, with High Ideals. High Ideals staff, subcontractors and members must agree to the High Ideals Code of Ethics.

We do not provide advice

High Ideals does not at any time, or in any way, provide advice to the general public, applicants for membership or members, or any other user of our service. Instead, we do provide feedback, coaching exercises, articles and other resources for consideration, a directory of members, a directory of promotions offered by members, newsletters, and host events from time to time

which may include learning and development workshops and training. We may either host or promote events conducted by third parties. In such situations, High Ideals accepts no responsibility of liability for the performance, action or behaviours of that third party other than where required within our own High Ideals Quality Management System, insurance requirements or relevant legislative and regulatory requirements.

High Ideals does not offer any professional service such as employment agent, business manager, financial analyst or advisor, medical, legal etc, other than membership and membership support based on the primary purpose of High Ideals as stated in the opening paragraph of this Terms and Conditions document.

No guarantees or liability

High Ideals does not guarantee or promise any specific results or outcomes for any individual related to their involvement, including membership, with High Ideals.

High Ideals accepts no responsibility of liability of any kind for the professional performance, actions, business results, career or reputation any member of the general public who may use our services, any applicant for membership, or any member of High Ideals.

Users of our service in any capacity are fully responsible for their own choices and actions.

The user indemnifies High Ideals Pty Ltd, its Directors, agents, partners, subcontracted staff and any other related party from all liability for loss or damage suffered by any person arising out of the member or user accessing the services of High Ideals.

Without limiting the generality of the preceding paragraph, it is understood by the user that in accessing information:

- o via the High Ideals website, and
- o through any contact by any means with any of our High Ideals staff or subcontractors,

they waive and release High Ideals Pty Ltd to the full extent permitted by law from any and all claims relating to the usage of the material made available through the service(s) provided. In no event shall High Ideals Pty Ltd or any High Ideals staff or subcontractor be liable for any incident or consequential damages resulting from use of the material.

High Ideals makes this material available on the understanding that users exercise their own skill and care with respect to its use. Before relying on the material in any important matter, users should carefully evaluate the accuracy, completeness and relevance of the information for their purposes and should obtain appropriate professional advice relevant to their particular circumstance.

The material at this site or provided by any High Ideals staff or subcontractor through the course of the relationship, in any form, may include views or recommendations of third parties which do not necessarily reflect the views of High Ideals, its staff or subcontractors, or indicate its commitment to a particular course of action.

Links to other websites are inserted for convenience and do not constitute endorsement of material at those sites or any associated organisation, product or service. These external information sources are outside our control. It is the responsibility of the user to make their own decisions about the accuracy, currency, reliability and correctness of the information at those sites.

Our Staff Development

All High Ideals staff and in most cases our subcontractors, are required to have achieved and maintain High Ideals membership for themselves. This is part of our vetting process to ensure all High Ideals staff agree to, and achieve, a common level of quality professional behaviour and performance.

Additionally, all High Ideals staff are required to maintain a Personal and Professional Learning and Development Plan which is reviewed with them on a quarterly basis or more frequently by their manager, the Director of Training, Research and Development and/or the Managing Director.

Code of Ethics

All High Ideals staff and subcontractors are required to agree to and sign the High Ideals Code of Ethics.

All members of High Ideals must also agree to the High Ideals Code of Ethics as a condition of their membership.

Privacy

High Ideals Pty Ltd is committed and dedicated to your privacy. We collect personal information for the purpose of establishing and maintaining membership records, including your membership application details and supporting documents, and other relevant information solely related to your membership and activity with High Ideals. The information we collect is primarily for the purpose of contacting you about High Ideals related activities, information, events and opportunities. We never share your details with any third party. The information you supply on the High Ideals website is controlled by you and what you want visitors to the site, both High Ideals members and the general public to see, is entirely your choice and responsibility. We do securely store the financial information you have provided for the payment of your membership and other services from time to time such as events admission. We collect no other financial or sensitive information. We consider your privacy a top priority and therefore we maintain and continuously improve our systems and practices to ensure your information is always secure and only accessible by authorised parties including yourself. All of our team are individually committed to your privacy as well. Quality controls are in place at all levels of our organisation with that in mind. If you have any questions, comments or ideals on how we can improve our services, particularly in terms of privacy, we welcome them and you have our further commitment to respond to you in a timely manner. Our Privacy Officer is Noel Posus and can be contacted via email at noel.posus@high-ideals.com. You may request a full copy of our Privacy Policy through that contact or review it on the High Ideals website.

Acceptance of these Terms and Conditions

The user of this service, including members, must agree to these terms and conditions. All High Ideals staff and subcontractors must also agree to these terms and conditions.