

## Code of Conduct for the elections of Mothers' Union for the Triennium 2025-27

This code applies to all involved in any way in the nomination or elections processes for any role – and in particular for the Worldwide Board positions of Zonal Trustee and Worldwide President. This code has been approved by the Worldwide Board. Any alleged infractions should be brought to the attention of the Nominations Committee via the Returning Officer, with all associated evidence. If the allegations are upheld, the Nominations Committee (which includes an independent third party) may rule that the candidate is withdrawn from the elections process. The decision of the Nominations Committee is final and there is no appeals process.

During the **nominations process**, individuals may hold a small number of conversations to assist them in discerning their calling for the role. If evidence reaches the Nominations Committee of significant discussions or communications with others in advance of the voting phase, by the individual or anyone on their behalf, the Nominations Committee may exclude the individual from shortlisting.

In advance of the nominations process, the electorate will be made aware which current Board Members are eligible for election for a second term, and whether they have indicated their willingness to be nominated for 2025-2027

During the **nominations phase**:

Do	Do not
Have a small number of conversations to help discern your calling	Carry out any form of widespread discussion or communication to promote yourself or another

### The following will be made available to voters for all candidates:

A completed candidate information form, which includes a summary of relevant experience and a statement of what they believe they could bring to the role.

Endorsements from two referees, with short supporting statements.

For Worldwide President, an online recorded interview, in which the candidate answers a set of questions which has been approved in advance by the Nominations Committee.

This should enable voters to make an informed decision, irrespective of whether the candidates are known to them in person.

The following is expected of candidates, voters and stakeholders throughout the **voting period**:

Do	Do not
As a candidate, or referee, ensure that all relevant information is included in the nomination forms	Circulate any supplementary personal information, or allow / enable others to do so
As a candidate, prepare well for the online interview	
As a candidate, continue to go about your normal Mothers' Union business, including usual speaking and meeting engagements	Engage in presentations, conversations or question and answer sessions which focus on your personal expertise
As a stakeholder or voter, have conversations as part of your normal Mothers' Union interactions around the relative merits of different candidates	Engage in a campaign of actively contacting others, by phone, in person, social media or by any other communication channel, to promote the candidacy of any given individual

Please note, the CEO as Returning Officer, and all staff are required to remain neutral throughout the process. They may answer specific, factual questions (such as verifying roles held), but may not otherwise express opinions or share additional information, unless specifically requested by the Nominations Committee.

All involved in the process in any way are required to respect this Code of Conduct.