

Code of Conduct

Given the common focus on women and the non-commercial nature of the discussions, NAWO is open to women from all major operational businesses and sectors (eg. manufacturing, retail supply chain, agriculture, transport and logistics, warehousing, wholesale trade, science and technology, and utilities) and from many different roles (engineering, logistics, procurement, sales, customer service, finance, HR, general management, technical roles).

NAWO has been founded on a culture of trust and goodwill which results in the following governing behaviours:

Discretion applies when sharing stories that may be sensitive in nature;

Commercial issues that would violate Australian Competition and Consumer Commission (ACCC) rules and guidelines are expressly out of scope;

Potential invitees will not be prohibited from participating in group events except by nature of their gender, organisational suitability or logistical constraints;

Attendees will not approach another organisation's staff in a deliberate effort to poach;

Members will not represent themselves to the media or other such communities unless expressly agreed by the board.

Members must maintain a healthy and safe association which is free from bullying and harassment. Refer to [NAWO-004 Harassment & Bullying Policy](#) .

Our History

Originally known as Women in Manufacturing, this group was founded in 2009 as a networking opportunity for general manager/director level women working predominantly in manufacturing companies.

It began as a discussion forum regarding best diversity practices and has evolved since to focus on women in non-traditional roles or within operational businesses. In April 2011, the decision was made to formalise this volunteer organisation into an incorporated national not-for-profit association.