



Report

Neutrog Community Reference Panel

December 2025



Background

Neutrog, with the support of local independent facilitation company DemocracyCo, have set up the Neutrog Community Reference Panel (the Panel) to provide ongoing feedback on how Neutrog can meet the expectations of residents and businesses in the community.

About the Panel

The Panel is made up of a diverse mix of approximately 10 community members including residents, community group representatives, staff, suppliers, and representatives from local government. Importantly, the Panel members all have different lived experiences of Neutrog and their operations, and therefore are vital to ensure accurate, balanced and agreed-upon feedback to Neutrog.

During this first phase of work, the Panel has focused on providing specific feedback on the areas of fire and air quality (odour and dust), with the intention to inform meaningful actions.

Over the next phase (i.e., approx. 2 years), Panel members will continue to meet to provide ongoing feedback, creating an important mechanism for transparency and sustained communication between the community and Neutrog.

The Panel is being facilitated by DemocracyCo using deliberative and co-design engagement methods which ensure constructive, respectful, and productive conversations.

About the process

Neutrog want to work with, and hear from, the diversity of the community about their needs and expectations of Neutrog. Neutrog know from their previous engagement processes that what matters to the community is improving air quality (reducing odour and dust) and minimising fire risk. As a consequence, Neutrog intend to involve the community in working closely with them to develop their Environmental Improvement Program (EIP) and play an ongoing role in monitoring Neutrog operations alongside community expectations.

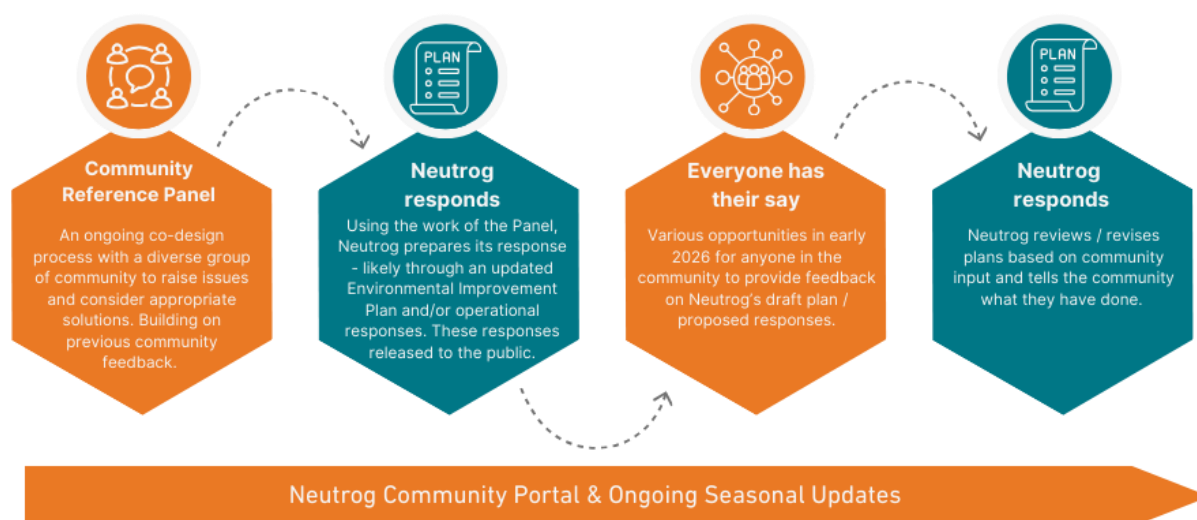
Neutrog have established a Community Reference Panel for an initial period of two years. It is expected that post this timeframe, the Panel and it's approach will be reviewed to ensure it remains relevant and effective.

The Panel is facilitated by local independent consultancy DemocracyCo using best practice deliberative democratic engagement methodologies.

The role of the Panel is to

- Assist Neutrog to connect with a broad cohort of stakeholders
- Enable stakeholders to provide advice to Neutrog on key issues of interest to them
- Enable Neutrog to build a trusted collaborative relationship with the community
- Enable Neutrog to share complex information with the community and have conversations about difficult trade-offs
- Assist Neutrog to develop its Environmental Improvement Plan
- Receive updates from Neutrog about their operations and the progress of the Environmental Improvement Plan and any Development Applications as relevant
- Improve communications between Neutrog and the broader communities of Kanmantoo, Callington and the surrounding hills districts.

Initially the role of the Panel will be to advise Neutrog from their perspective about what would “give them confidence” that Neutrog is sufficiently addressing odour, dust and fire. This advice will be central to the development of our EIP. After Neutrog have developed their EIP they will consult with the Panel on the draft and follow all other regulatory requirements for involvement of the broader community, in line with the approved Community Engagement Action Plan.



The Panel's Terms of Reference are attached to the back of this report at Appendix A.

About this Report

This report is the collation of the first five sessions of the Panel, held during November and December 2025. It brings together the Panel's work on Fire and Air Quality (Odour and Dust) and reflects a consensus position of the Panel.

The report has been written largely by the Panel in sessions, and collated / compiled by DemocracyCo.

The purpose of this report is to:

- Summarise and document the thoughts and views of the Panel
- Help Neutrog develop its Environmental Improvement Program (EIP)
- Give advice to Neutrog on community expectations and community suggestions for improvements in areas not covered by the EIP
- Give advice to Neutrog about how it can improve communications / engagement with the community – build trust and relationships

Preamble

We want to see Neutrog doing everything they can to reduce fire risk, and taking action to eliminate odour and dust.

Our community want a relationship with Neutrog which is based on honesty, transparency and openness, where our community and Neutrog can co-exist.

We want to move away from a relationship marked by distrust, lack of transparency and uncertainty to one built on shared information, honesty, openness, continuous improvement, responsiveness, and genuine coexistence, where Neutrog shows—through its actions—that it is committed to us, committed to safety, and committed to improving our liveability.

To us, building trust starts with listening. We want Neutrog staff to listen to us and to show their commitment to change. We recognise, and we want to Neutrog to recognise that trust and transparency takes a long time to build.

Trust is also supported through improving communication – which enables us to provide feedback to Neutrog and also see how that feedback has been actioned. Over time, this will help our community to be able to trust information that Neutrog provides to our community.

We see opportunities for Neutrog to be a leader, showcasing best practice in composting while supporting the community it operates within.

Objectives

We have developed 4 objectives :



Build trust

Objective

Our overarching objective is to create a foundation of honesty, transparency and openness, where Neutrog and the community have access to the same information, can see clearly what's being done, and where meaningful dialogue and trust can build over time.

We want a relationship where the community trusts Neutrog not to endanger our safety, where Neutrog demonstrates being a good corporate citizen, behaves as a member of the community, and is seen to care not only about their employees but locals as well – a community-centred company.

We want to remove or minimise the perception of dishonesty, resolve past experiences with a new way, and ensure people feel included and able to build trust. Ultimately, we want to improve confidence and trust that Neutrog is committed to coexisting with our community.

Issues

Our community is experiencing a range of issues that collectively undermine confidence and trust in Neutrog.

At the heart of these concerns is a sense that community trust is low and transparency is not good, with many people feeling that Neutrog has not always been honest or open about what is happening onsite. This has created perceptions of dishonesty, and frustration regarding reported issues.

People also feel that Neutrog has at times appeared not caring or not being careful in processes, which fuels distrust, reinforces negative perceptions, and creates space for misinformation to circulate. Specific concerns, such as fire risk and the worries about odour and dust, add to a broader anxiety in the community. Efforts to date in communication by Neutrog have not been effective to resolve or contextualise these fears.

Underlying all of this is a sense that the community doesn't have a positive relationship with Neutrog, and that rebuilding this relationship will take considerable time. We want Neutrog to be more honest and transparent, to communicate in a way that feels genuine, and to demonstrate that the company is committed to addressing the long-standing issues that affect our community's sense of safety and wellbeing.

Measures

For trust to be built, transparency and honesty are central to the relationship between Neutrog and the community. If this was happening we would see:

- Loop back of all feedback into the community, showing how input has been received and the actions that have been taken from it
- Improved communication & engagement channels (i.e., opportunities for all in the community to participate)
- Public engagement from Neutrog, from top down (Board and CE involved).
- Periodic surveys showing how Neutrog is tracking.
- Decrease in complaints to the EPA over time.
- Less disgruntled people going to the media / on social media.

Ideas for Action

Actions for Neutrog

1. **Strengthen honesty by being transparent and sharing information**

At this time of low trust, more, not less information is critical to rebuilding trust. Community want Neutrog to share its plans, licences and conditions as well as research, modelling and data on which it bases its decisions on.

The community also want to see the reporting of complaints, and actions on those complaints publicly available. If information is needed to help community understand a process or an action, Neutrog should provide easy to understand information – that supports community and doesn't confuse or compound misinformation. Over time, this will help to build trust.

2. **Improve communication, engagement and feedback loops**

Neutrog should keep communication open and regular, with regular community updates about activity at the site on issues that the community care about – namely fire, odour, dust & health. By spending time together, in dialogue, we believe that Neutrog will better understand our needs and we will better understand Neutrog. We recognise the journey Hillgrove have gone through in earning trust and we hope that Neutrog will adopt a similar approach. Neutrog staff and leadership should be here to listen to us, ensuring the community feels heard.

3. **Demonstrate visible corporate citizenship and community presence**

The community wants Neutrog to play a more visible role in the community, to act as good corporate citizens, and to support local teams, groups and activities. Suggestions include embedding themselves in community activities, giving more than taking, and tangible actions such as donating trees to Landcare groups or sponsoring the local sporting teams. This visibility is part of building trust and showing commitment to coexistence.

4. **Provide clear, accessible monitoring and reporting systems**

Neutrog should develop a tool that enables live feedback and monitoring, including community reporting, air-quality information, and updates on fire, odour and dust management. This includes monitoring progress, sharing continuous improvement activities, and providing updates on milestones, improvements and non-compliance. The aim is to create transparency that shows actions taken over time.

5. **Pursue continuous improvement and accountability**

We note Neutrog's success and its product innovation and want to see this continue. We want to see consistent communication of continuous improvement, ensuring that improvement efforts, compliance, and actions taken are visible to the community. They should monitor progress / EIP implementation, respond to community feedback, and clearly explain what they are doing and why. The community also expects Neutrog to act on issues promptly and keep improving their operational practices.

Actions for the EPA

The EPA's relationship with Neutrog needs to be about working together for sustainable solutions, not trying to catch Neutrog doing something wrong. We want to see the EPA supporting Neutrog to improve – by sharing what it knows that others are doing, to try and drive innovation and continuous improvement. In parallel, the EPA should monitor the EIP adequately within agreed timelines, and ensure penalties are built into the EIP to hold Neutrog to account. We want to see the EPA share more information about the positive as well as the negative.

Actions for the community

For this objective to succeed, the community have an important role to play. We want the community to listen and be more involved and engaged, be open to engaging with Neutrog and be inquisitive. The community should continue to participate in opportunities Neutrog presents in a productive way.

We would like to see Neutrog working with other experienced businesses in community engagement (e.g., Hillgrove), working together with Neutrog and share approaches to community engagement.

Fire Prevention, control, and preparedness

Objective

Our objective is to put the community's mind at ease by ensuring Neutrog has the highest standards and processes in place for any emergency, with strong systems and resources that actively increase community safety. We want Neutrog to prevent and stop fires, to stay ahead of any possibility of an emergency, and to address all risks on the site in a proactive and transparent way. A key part of this is achieving CFS approval of fire management plans, demonstrating that Neutrog's approach to fire prevention and emergency preparedness meets the expectations of both the community and the relevant authorities.

Issues

Our community need reassurance that Neutrog is prepared and can respond independently to fire outbreaks quickly. We are concerned about uncontrolled fire caused by spontaneous combustion or other risks and the impact of fires on our small community.

We are also worried about the deployment of fire resources – ensuring that CFS resources are available to be deployed across the community and not caught up at a preventable Neutrog fire.

In addition, we are worried about the effectiveness of Neutrog's fire monitoring.

Measures

We would know that Neutrog was meeting this objective if we had, no fires, or at the very least a reduction in the number of fires. We also want to see visible monitoring on the site and frequent communications and reporting on emergency drills and preparedness. As a community we would like to see Neutrog release its CFS Operational Response Plan.

Ideas for Action

The Panel recommend the following ideas for action.

Actions for Neutrog

- Explore the installation of a town siren for emergencies
- Constantly improve - constant fire drills etc. (frequency maintained)
- Communicate what they're doing ahead of high-risk weather.
- Share site plans, equipment / water points etc.
- Ensure they have adequate gypsum stockpiled for fire management - with separate equipment
- Explore heat sensor drones.
- Have onsite CFS approved equipment & people trained in its use.
- Ensure all equipment is maintained & up to date.
- Improved management of heat in piles
- Publish Neutrog's Operational Response plan / CFS review.
- Manage the fire risk on site per activity and have the capability to fight fires internally.
- Conduct independent 24-hour monitoring - thermal / AI / Camera

Actions for Mt Barker Council

- Keep an eye on Neutrog - making sure they're doing the right thing and operating in line with their Operational Response plan
- Continue to support the community to be more fire-aware and prepared

Actions for the EPA

- Enforce the rules.
- Offer more support to Neutrog, through supporting them to try things that have worked well elsewhere

Actions for the community

- Stay vigilant.
- Manage their own fire loads - supported through Council information / CFS information (links to important pages on Neutrog communications)
- Be willing to be more informed about the processes on site.
- Stay engaged with CFS/EPA/Neutrog

The CFS should

We see a role for the CFS in supporting Neutrog to manage its fire risk, through signing off on its plans and ensuring the community are aware of fire risks. The CFS should approve all fire-fighting equipment & directly inform the community of management practices and risks onsite. We also see an important role for the CFS in participating in this process.

Improved liveability (Air Quality)

Objective

We want to ensure Neutrog is exhausting all means to eliminate odour and dust in a way that supports community health and wellbeing.

We want to see Neutrog take actions in a timely way to eliminate odour and dust from the site, so that Kanmantoo and the local community will be more liveable - clean air, more comfort at home, more enjoyment of our outside spaces and less mental health impacts felt in the community.

Issues

This is a key concern of the community – the issue of odour and dust. We continue to experience and report significant impacts from odour and dust, which affect our lifestyle and comfort at home and, at times, mean there is no ability to use outside spaces. Panel have concerns regarding odour and its impact on health – we need to understand if we are safe.

For many in the community, this situation has persisted for decades, with issues raised about clean air, fears of property values decreasing and a broader sense of diminished enjoyment and amenity.

Uncertainty is compounded by gaps in information, monitoring visibility and data clarity, which is addressed in subsequent sections of this report. This issue is further compounded by a lack of trust, transparency and honesty – which is also addressed in this report.

Measures

If Neutrog were meeting this objective, we would see:

- Neutrog meeting its conditions of licence - according to the EPA
- Less complaints, preferably no complaints
- Regular community updates - via a standing panel/ committee (face to face that people can observe) - could be monthly about their actions / what is happening to address the issues
- A running record of actions taken by Neutrog explaining what they have done
- Benchmarking against other fertiliser companies (with other similar products), to demonstrate how they compare.

Ideas for Action

Actions for Neutrog

1. Be more transparent and provide more information

- Collect and share data that provides trusted information on the impacts on health of Neutrog's dust and odour. (We want to know that we are safe. Is this a public health issue? Is there a direct correlation between health and the organic materials?).
- Advise the community on biosecurity measures

2. Continue current operations reducing odour and dust

- Continue to manage odour and dust on the site demonstrating long-term sustainable operational excellence. (Linked to compliance with EPA regulations / rules/ requirements)

3. Improve production methods to exhaust all means to eliminate odour and dust

- Explore new technologies to support reduction of odour and dust (e.g., SR Gore Cover)
- Explore the feasibility of a variety of methods for reducing odour and dust (for existing products) - and make the results transparent. This includes exploring innovations and new products and practices that further reduce the prevalence of odour and dust (aka Chockablock)

4. Be part of best practice networks

- Explore becoming members of relevant industry bodies (i.e., Fertiliser / Composting) to support best practice

Actions for Mt Barker Council

Local Government should continue to support the community by advocating for their needs and supporting, community through its role in community development.

Actions for the EPA

- Advise the community on Neutrogs' conditions of licence that address our biosecurity concerns and risks
- Engage the community through a dedicated community engagement officer which would build faith in the EPA
- Appropriately resource breaches of licence or potential issues with Neutrog to ensure they can be acted on in a timely manner
- Make transparent EPA compliance visits to Neutrog and the results of these visits – potentially through the use of a scorecard.
- Enact faster response times to complaints - if people are complaining now, act now - not in 5 weeks / 2 months.

Actions for the Community

We expect the community to report odour and dust when it is experienced. Ideally it would be great if Neutrog could establish a 'citizen science' portal (app or website) which supports this to happen easily.

Evidence based action

Objectives

This recommendation contains three objectives:

1. Ensure Neutrog's actions, improvements and community reporting processes are grounded in clear data, science, monitoring, timelines and transparent evidence, so the community can see what is being done, understand its impact, and trust the decisions being made.
2. We want to ensure that when an event is being reported, there is feedback back to the community, closing the loop with the community
3. Ensure that reporting of complaints is transparent (made available to the community) and identifies multiple reports from a single source.

We want to improve understanding in the community about the facts of the production processes and their impact on air quality (i.e., why there is odour or dust at a particular time in the operation cycle). It is vital that this is communicated in a way that anyone in the community can understand it.

Issues

Our community currently don't have a single source of truth, and have a range of concerns about odour and dust, including what impacts odour and dust from Neutrog operations have on our health. We cannot have trust and confidence in Neutrog until we understand this better.

We want to understand what is possible - is there a possibility of improvements (i.e., can we take action to eliminate odour and dust, noting elimination might not be possible).

Measures

We would know if these three objectives were being met if we could see reports coming through to the community in real time, actions documented and honest feedback on what was done.

Ideas for Action

Actions for Neutrog

- Increase the frequency of odour monitoring and reporting – and make the results available for community to see
- Build understanding in the community of the science around odour assessment & modelling, in simple language and relevant to Neutrogs specific operations
- Map and report actions over time. Use a simple, easy to understand method that outlines events (e.g., complaints), timelines, responses to events and showing the impact of those responses (how did they reduce odour / dust). This will demonstrate that Neutrog are actioning something. We know this might be subjective however, as some people will perceive odour differently – cause and effect are not necessarily always clear – but the main focus is to report actions.
- One single reporting place – so reports are not duplicated, and the community can see repeat complaints (from single sources). Hundreds of reports are being made to the EPA but not by hundreds of people. Could our idea for the citizen science / portal support this?
 - This could also include a way for the community to indicate when air quality problems are not detectable. Neutrog only hear when its bad, and having information that would help them understand when it is better would support improvement in air quality.
- Release the modelling which Neutrog have used, so we can understand how estimates / figures have been arrived at. This modelling needs to be trusted – referenced & peer reviewed
- Install dust monitors at strategic locations (around the town). These should be an integral part of the operation at Neutrog. We note that Hillgrove have them located in spots around the town.
- Show the community what a 'constructive' odour report looks like – to ensure that community have the information they need to be able to report odour and dust in a constructive way.

Actions for the EPA

The EPA could explore reform to legislation that enables the EPA to better regulate Neutrog, given its uniqueness.

Actions for the community

The Community should submit constructive reports that give Neutrog the information they need to be able to take action.

More Information

To find out more information visit

- DemocracyCo project website - <https://www.democracyco.com.au/whats-on/neutrog-community-reference-panel/>
- Neutrog's Community Portal - <https://neutrogcommunityportal.com.au/>

Appendix A:

Neutrog Community Panel Terms of Reference

About Neutrog

Neutrog is a part of the Kanmantoo and Callington community and the wider Adelaide Hills and Murraylands region. It's important to Neutrog that they work to support and maintain trusting, respectful and collaborative relationships between their organisation and the residents, landowners and businesses that make up the community.

To this end Neutrog is committed to:

- **Transparency** - Being as open and transparent as possible about operations and our activities.
- **Clarity** - Creating communication pathways that are straight-forward and accessible.
- **Focused on issues that matter**- Consulting on areas of concern, particularly dust, odour and fire risk.
- **Collaboration** - Working in a collaborative and non-confrontational way.
- **Responsive** - operating in the correct manner and taking all reasonable steps to address issues if/when they arise.
- **Informing** – Raising awareness and explaining the guidelines to which we must adhere, under our EPA license.
- **Connected** - Creating a link between Neutrog and our immediate and wider community to demonstrate the value we bring to the area.

Purpose of the Neutrog Community Reference Panel

The purpose of the Panel is to provide a space where Neutrog can work collaboratively and constructively with interested stakeholders and the community.

It will provide a forum for stakeholders and the community to raise issues and concerns about Neutrog's operations and a place to discuss potential solutions to those issues or concerns.

It will enable Neutrog and other experts to share complex information with the community and have conversations about the trade-offs involved in different approaches to address issues of odour, dust, fire and transport.

Specially, the role of the Neutrog Community Reference Panel is to:

- Assist Neutrog to connect with its' stakeholders on issues that matter to them
- Enable stakeholders to provide feedback to Neutrog on key issues of interest to them
- Enable Neutrog to involve stakeholders in the process of reviewing and updating of its Environmental Improvement Program
- Support the community to receive updates from Neutrog about operations and the progress of EIP / DA where relevant

- Improve communications between Neutrog and the broader communities of Kanmantoo, Callington and the surrounding hills districts.
- Raising awareness of Neutrog's operations through the wider network of Panel members.

The Panel will be operational for 2 years, at which time it will be reviewed by Neutrog.

Membership

As at 10 November, the Panel is made up of :

- Community members who are vocal and consistently critical of Neutrog
- Community members of Kanmantoo
- Community members of the broader Hills area
- Local Government staff
- Neutrog staff
- Suppliers

Vacant Positions on the Panel as of 10 November 2025

- Callington Primary School
- CFS
- Kanmantoo and Callington Landcare Group
- Community Members of Callington
- Hillgrove Resources
- Other neighbouring properties (i.e., neighbours with adjoining land)

Neutrog staff and possibly EPA staff could be present to listen and observe in the context of their duties to respond to community needs.

Selection and Replacement of Members

The Panel will operate for two years from the date of the first meeting. At this point it will be reviewed and membership and replacement processes for members will be determined.

Where we need to replace members of the Panel due to resignation we will use the following process -

Member Type	Recruitment approach
Representative of an organisation	DemocracyCo will approach those organisations to ask for their nomination
Neutrog employees	DemocracyCo will openly invite Neutrog employees and will assess based on level of interest/ commitment.
Community Members	DemocracyCo will issue an open invitation to the community through a registration of interest process.
Suppliers	DemocracyCo will work with Neutrog to approach their suppliers.

Vacant positions (as listed) may be filled at the discretion of DemocracyCo as appropriate.

Role of Members

The role of Members of the Panel are as follows:

- Attend and participate in meetings.
- Actively contribute their opinion, skills, knowledge and experience.
- Report as necessary to their organisation (where a representative of an organisation/ community group) to share knowledge on progress and issues (as relevant)
- To reflect their knowledge / views / understanding of the needs of the broader community to ensure the work of the Panel is focussed on achieving the best outcome on the site for the community.
- Be prepared to lead subgroups if required.
- To support broader community engagement by attending other community engagement events.

It is expected that members will participate in the spirit of collaboration – being respectful, honest and collaborative. This is not a place for disruption and protest. If members are not acting in the spirit of collaboration, DemocracyCo will work with them to find a workable way forward. If this is not successful, DemocracyCo can recommend to Neutrog that disruptive members are removed from the Panel.

Quorum

A quorum will be considered to have been reached as long as at least 7 members are present.

If there are less than 7 members present, the Panel will be rescheduled.

Panel Consensus / Finding Common Ground

The Panel will agree the feedback they want to provide to Neutrog, - finding common ground. The aim is to be able to provide feedback to Neutrog that has clear support (and sometimes a clear position) from the Panel.

This advice will be developed based on consensus i.e., 80% participants who can ‘live with’ the proposed advice.

Where Members of the Panel don’t agree or 80% consensus cannot be reached, members reasoning will be articulated and clear.

Terms of Reference Review

The Terms of Reference will be reviewed initially after 6 months from adoption, by the Panel.

Operational Requirements

Workshop details/ venue

The first few meetings will be held on the following dates:

- 3 November 2025
- 10 November 2025
- 17 November 2025
- 24 November 2025

Workshops thereafter will be scheduled in discussion with Members about the most appropriate time / day.

It is expected that Workshops will be held quarterly.

Workshop notes will be produced by the facilitator after every meeting of the group which reflect the outcomes / advice.

Financial support for community members

Unless disallowed by their individual employment contracts, participants will be paid an honorarium of \$120 per meeting, to assist in covering expenses incurred by their participation.

Protocols for conduct, disclosure of interests, confidentiality

Conduct

At its first meeting, the group determined its own group norms – the ‘rules’ which describe how it works together in a collaborative way, in the spirit of deliberation and the terms of reference. It is expected that members will self-regulate to adhere to these group norms. DemocracyCo will support the entire group to adhere to the group norms. Members may also assist in holding other group members to account, in a respectful and collaborative way.

The group norms as agreed are:

Respect	Listening
Participation	Truth-telling
Questioning	Understanding
Imagination	Sharing
Honesty	Creativity
Being Open	Flexing
Connection	Thinking

In addition to this, DemocracyCo have set some expectations which ensure that participants’ privacy is maintained.

It is expected that when interacting with other group members outside of sessions, that all members adhere to the spirit of your shared group norms at all times.

It is important to note that some people may not want to talk about their role as part of the group in casual conversation. Members are asked to respect their choice.

In addition, DemocracyCo expect that members will at all times:

- Respect others’ right to privacy by not contacting them unless they have given you permission to.
- Respect others’ right to privacy by not sharing any personal details about them, or seeking personal information about them.
- Share what is said, but not who said it.
- Not attempt to represent the views of the group or of individuals, other than your own.

Declaration of Interest

All members will be asked to fill in and sign a declaration of interest form which is attached to these Terms of Reference. The responses in these forms will be brought together into a register managed by DemocracyCo and will be provided to other members of the Panel – for context and transparency. This information is not to be shared with anyone.

Confidentiality

All conversations held at Panel workshops and information disclosed in related correspondence will be deemed as public (i.e., open, transparent and allowed to be shared) unless explicitly directed by Neutrog or the Facilitator.

Only matters which will have a commercial or sensitive legal nature to them will be potentially held in confidence and in these circumstances, it will be very clear to Panel members what is allowed to be shared, and what is not.

Communication

External communications – representing the views of the Panel

Members of the Panel are not permitted to purport to represent the Panel or Neutrog in any public communications.

In the interests of a consistent approach to communications, communication with any media outlet (including social media groups and sites) about the decisions of the Panel will be undertaken by the Facilitator.

Acceptance of these Terms of Reference

By confirming participating on the Panel, members implicitly accept these Terms of reference and agree to uphold the protocols for conduct therein.

Declaration of Interest

This document declares interests held by Panel members. It ensures transparency, accountability to support the management of real, potential, or perceived conflicts of interest.

Instructions

Each person must complete this declaration when joining the Panel and update it whenever circumstances change.

DemocracyCo will create and keep a register of interests reflecting this information. The register will be reviewed annually and a copy of it will be provided to all members (in confidence). If you have no interests to declare complete and sign the form, writing 'Nil' in box 4 & 5.

1	Name	
2	Position / Role	Member of the Neutrog Community Reference Panel
3	Date of Declaration	
4	Type of Interest	
5	Details of Interest (Please detail the specifics of your interest in Neutrog)	
6	Signature	
7	Date	

Types of Interest

- Financial interests – shares, investments, or contracts.
- Personal relationships – close family or friends in relevant organisations.
- Professional roles – other paid or voluntary positions.
- Political or advocacy affiliations – roles in groups related to the organisation's purpose.
- Gifts and hospitality – anything of value received from stakeholders.

Management and Review

Declarations should be reviewed annually and whenever an individual's circumstances change. Sensitive information is to be handled in accordance with privacy requirements.