



ETHICS POLICY

The purpose of this ethics policy is to develop and maintain a culture of openness, trust and integrity in all the BVF's practises. Effective ethics is a 'team effort' involving the participation and support of every member of the BVF workforce including employees, Board member, volunteers and other organisations we work alongside to deliver the BVFs projects and programmes.

The BVF is committed to protecting its workforce, participants, members, volunteers, partners and suppliers from illegal or damaging actions by individuals or groups working for or with BVF, either knowingly, or unknowingly.

The BVF will not tolerate any wrongdoing or impropriety at any time. It will take the appropriate measures and act quickly where the 'ethical code' is broken.

Policy

The BVF Board commitment to:

- Ensuring Integrity underpins all the company's activities
- Disclosing any conflicts of interests regarding their position with the company
- Demonstrate the highest standards of personal integrity, truthfulness and honesty in all activities, in order to inspire confidence and trust
- To have an open-door policy and welcome suggestions and concerns from all
- Keep the volleyball membership informed about issues affecting them
- Respect and protect privileged information to which you have access, in the course of their official duties.

The BVF workforce commitment to:

- Recognise that the overarching function of the BVF, at all times, is to serve the best interests of its members.
- Disclosing any conflicts of interests regarding their position with the company
- Engage in carrying out the company's mission in a professional manner and in line with the BVF's core values.
- Recognise that the main function of the BVF is, always, to serve the best interests of its current and future members, and to do this with respect, integrity concern, courtesy and responsiveness
- Treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practises
- Respect the structure and responsibilities of the organisation, provide members with facts and advice as a basis for decision and policy making, and uphold and implement decisions and policies adopted by the Board
- Demonstrate the highest standards of personal integrity, truthfulness and honesty in all activities in order to inspire confidence and trust in all activities, both internally and externally
- Respect and protect privileged information to which you have access, in the course of your official duties
- Strive for personal and professional excellence, managing your own professional development and encouraging that of others and keep up to date on emerging issues affecting the company



- Conduct yourself, at all times with professional competence, fairness and impartiality
- Hold paramount the safety, health and welfare of the BVF membership, participants and the public in the performance of professional duties.
- To collaborate with and support others in carrying out the BVF's mission.

Governance and Review

Should an employee, participant, member, volunteer or partner organisation be in any doubt about a relevant course of action, require clarification on a particular issue, or want to report a potential breach of the BVF's ethical code, they should report directly to one of the BVF Non-Executive Directors. The topic/issue will then be dealt with as quickly and efficiently as possible and guided by BVF's policies and procedures, mission and values.

This policy will be reviewed annually by the Board of BVF to ensure that it remains relevant, both internally with all the BVF workforce, members and volunteers and externally regarding changing social and moral attitudes and business best practise.

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