

Directors Pledge Code of Conduct

Purpose and Importance

1. The code establishes clear guidelines for trustees, ensuring ethical behaviour, transparency, and alignment with the company's best interests.
2. It promotes trust, accountability, and effective governance within the organisation.

Contents of the Code

1. Behavioural Expectations:
 1. Trustees should interact respectfully with each other, employees of the CIC, beneficiaries, and external stakeholders.
 2. Bullying, harassment, or discriminatory behaviour is strictly prohibited.
2. Conflicts of Interest:
 1. Trustees must handle conflicts of interest transparently and avoid compromising their duties.
3. Confidentiality:
 1. Trustees should maintain confidentiality regarding sensitive information related to the CIC.
4. Duty of Care and Prudence:
 1. Trustees are expected to act diligently, seek professional advice when necessary, and exercise prudence.

Trustees are expected to attend board meetings as required in the constitution, and if unable to attend, will read the minutes and review the recordings so they are up to date and able to engage with members about matters to do with the organisation.

5. Compliance with Laws and Regulations:
 1. Adherence to legal requirements and regulatory obligations is essential.
 2. Trustees are expected to seek advice and counsel, so they are able to represent the organisation and meet legal obligations.
6. Promoting Diversity and Inclusivity:
 1. Trustees play a role in promoting diversity within the organisation, including at the board level.

Additional Considerations

The code should be introduced during trustee induction or governance reviews.

1. New trustees sign the code upon joining.
2. Regular reviews and assessments ensure adherence.
3. Address breaches promptly and conduct risk assessments.

PRINT
NAME _____ SIGNED _____

DATE _____