



IMPACTFUL GOVERNANCE
Community Interest Company

Code of Conduct Policy 2022

To be read in conjunction with Conflicts of Interest Policy,
Declaration of Interests and Anti-Bribery Statement.

Our Values

Impactful Governance has clearly defined Aims, Mission & vision of how we work. This Code of Conduct is underpinned by a set of core values to be upheld.

We will always:

- act with integrity.
- have respect for our clients and customers (actual and potential).
- have respect for our partners (actual and potential), including the use of fair contracting and funding arrangements.
- ensure transparency, non-discrimination, equal treatment and accountability in relationships between both parties.
- ensure prompt and receptive responses to marketplace issues and challenges;
- encourage the sharing of good practice.
- promote equality and diversity in our workforce and our supply chain; and
- be committed to achieving the best possible outcomes for our customers.

Date of last review	December 2022
Date of next review	December 2023
Date it was first implemented	December 2022
Author(s)	Chief Executive
Audience	All Directors, Consultants, Employees, Volunteers and Stakeholders.
Other relevant policies and/or procedures	Conflicts of Interest Policy, Data Retention, Whistle Blowing policy, Disciplinary policy and Anti-bribery statement.
Where it is saved	www.ig-CIC.org.uk