

Policy owner	Chief Executive
Policy lead	Corporate Policy Manager
Audience	All of our people
Formally endorsed by	Executive Leadership Team
Last updated	April 2018
Next review	April 2019

Code of Conduct ('the Code')

At the British Red Cross, our vision is of a world where everyone gets the help they need in a crisis. Our mission is to mobilise the power of humanity so that individuals and communities can prepare for, deal with and recover from crises.

We have set out the expectations we have of our people through this Code, which aims to show you what it means to be part of the British Red Cross. We value and appreciate what you do for our organisation, and want to inspire the commitment of our people around our vision of a world where everyone gets the help they need in a crisis.

In practice, this means that in the work that we do in the UK and abroad, all of our people at the British Red Cross are expected to act in accordance with the **Fundamental Principles of the International Red Cross and Red Crescent Movement**; and this Code.

We are part of a Movement that connects human crisis with human kindness. This requires that we all meet the high standards expected of us, as we deliver on our humanitarian purpose.

“Our people” in this Code refers to all of our employees (UK-based and overseas delegates), consultants, volunteers, and interns, as well as staff-on-loan and those working under our name and legal status.

We aim to ensure that organisations and individuals with whom we work reflect our values, consistent with the **Fundamental Principles** and our **Behaviours Framework**. Accordingly, this Code also applies to individuals with whom the organisation has a close but indirect association, such as staff of partners acting in cooperation with us.

We are committed to providing you with a safe, inclusive and collaborative environment. This Code highlights ten key areas, and ensures that we uphold the highest ethical, professional and quality standards in the support we provide to people in crisis.

The Code

1. We expect our people to act consistently with the **Fundamental Principles**. This means that we expect colleagues to act in the best interests of the organisation, and at all times to maintain their neutrality and independence.
2. We expect all of our people to meet the standards in our **policies, processes and procedures**; contractual terms and conditions of service; and the guidance

provided as part of specific handbooks we have developed for particular audiences (for example, **Employee**, **Volunteer** and **Delegate Handbooks**).

3. We expect all of our people to comply with applicable laws of the United Kingdom, as well as applicable laws in the country in which they are present (for example, when travelling on official business). This includes **the use of prohibited drugs**.
4. We are committed to being an inclusive organisation. We expect our people will **respect all people equally**. We have a humanitarian, ethical and legal responsibility to celebrate and champion equality and diversity. **We have a zero tolerance policy towards harassment**, bullying, abuse, discrimination, exploitation or violence.
5. We have a **zero tolerance policy** towards sexual exploitation, sexual abuse, or sexual violence. None of our people are permitted to use our offices or equipment to access or distribute pornographic material.
6. We want to see our people demonstrate our **organisational values in practice** through the internal and external conduct we have set out in the **Behaviours Framework** and **Mutual Expectations**, and to bring to life our four organisational values: compassionate, courageous, inclusive and dynamic.
7. We expect our people to **respect the emblems of the red cross, red crescent and red crystal**, using them consistently with applicable rules.
8. We expect our people to **act ethically**. We have a zero tolerance policy towards **fraud, bribery and corruption** (including money laundering and funding terrorism), and will take action against those who commit or assist anyone committing fraud.
9. We expect our people to declare any gifts or hospitality, and to **manage any conflicts of interest** according to our internal process.
10. We expect our people to handle all **confidential and sensitive information** with the greatest care; especially to protect data relating to people who use our services.

Breaches

Breaches of the Code may be subject to disciplinary measures in accordance with our policies and procedures (**disciplinary policy and procedure** for staff, and the **volunteer CIC policy and procedure** for volunteers).

Who should I reach out to if I want to discuss?

If you have any general queries about this Code, in the first instance we would encourage you to reach out to your line manager or your line manager's manager.

For general inquiries, please be in touch with these teams:

- > P+L Advice and Support (UK based staff and volunteers)
- > International Human Resources, People and Learning (International staff)
- > Governance Support Unit, CEO's Office (leadership or policy queries)
- > International Law, International (queries on the use of the emblem)