

## **GAMBICA Code of Conduct**

Version 1 – 10 September 2024

The purpose of this policy is to give guidance to staff, members and guests on the professional principles and values we seek to portray at our work place, meetings and events, or when representing GAMBICA at external meetings and events.

The principles outlined here are minimum standards of behaviour, not intended to be an exhaustive list but providing a framework for expected conduct. The principles apply when representing GAMBICA at any time, including online meetings, social media, informal gatherings, meals and social activity.

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## **PRINCIPLES**

The guiding principles we ask staff, members and guests to follow are:

### **Adhere to all relevant regulations and legislation**

- We respect applicable laws and regulations and ensure that anticompetitive behaviour is avoided at all times.

*Additional reference - GAMBICA Competition Guidance*

### **Highest standard of moral and ethical behaviour**

- We act with honesty, integrity, and respect in all of our activities, avoiding bringing the industry or GAMBICA into disrepute
- We respect public health, privacy, security and wellbeing of others and the environment.
- Harassment or coercion in any form, such as sexual, moral or financial, is not tolerated.

### **Promote and enable all voices to be heard**

- As a community, we uphold diversity and inclusion, respecting all voices without discrimination (including for sex, gender, sexual orientation, marital status, nationality, colour, race, ethnic origin, religion, age or disability).
- We enable all people to contribute to the GAMBICA community and our activities.

### **Protect confidential information**

- We protect the integrity of discussions and debates and do not disclose confidential, private or personal information.
- We ensure that any confidential documents or data in our possession are properly safeguarded.

*Additional reference - GAMBICA Market Data Policy*

### **Avoid and prevent any form of bribery or corruption**

- We do not engage in any form of corruption or bribery whether directly or indirectly and do not tolerate or facilitate modern slavery.

## **Declare actual and potential conflicts of interest**

- We endeavour to avoid any real, potential or perceived conflicts of interest by communicating in a fair, transparent and timely manner to interested parties. If any actual or potential conflicts of interest are identified, they should be immediately be disclosed and addressed.

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## **RESPONSIBLE SOCIAL ACTIVITY**

In addition to formal meetings, conferences, exhibitions etc, there may be formal and informal social activity at both GAMBICA and external events. Even though the environment may be more relaxed than a formal meeting, all the previous principles apply and participants are reminded that:

- Everyone is asked to conduct themselves professionally and ethically at all times.
- Every person is responsible for their own language and behaviour and must treat others with dignity and respect.
- Where alcohol is served we encourage responsible consumption as appropriate for a professional event.
- GAMBICA has a zero tolerance approach to the use of illegal substances.
- GAMBICA has a zero tolerance approach to sexual harassment.

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## **REPORTING**

If you have any concerns that the above principles may not be adhered to, in the first instance please report this to the Chief Executive, who will ensure that any reports are treated confidentially and actioned appropriately.