



YOUNG ENTERPRISE

Ethics Policy

Commitment

Young Enterprise is committed to operating to the highest standards of integrity, honesty and fair dealing. All Young Enterprise employees, volunteers, trustees, students and others associated with Young Enterprise are expected to maintain equivalent standards of behaviour and avoid actions that may adversely impact the interests or good standing of Young Enterprise.

General Principles

Young Enterprise will operate at all times in accordance with the following principles:

- We will conduct our activities in a manner that respects human dignity and rights and that treats everyone equally irrespective of their background, culture, gender or sexuality.¹
- Young Enterprise strives to maintain its independent status and to avoid any religious or political bias, based on the premise that its objectives of education and sustainability are universal to all.
- We will protect the well-being of the young people we work with and will avoid acting in a way that might, directly or obliquely, be interpreted as exacerbating their vulnerability.²
- We will protect the charity's assets in accordance with established procedures and will operate to the highest standards of care in the management of the charity's finances, operational and employment

¹ Equal Opportunities Policy; Policy on Prevention of Harassment and Bullying;

² Care & Welfare of Vulnerable People Policy and Procedures; Recruitment of Ex-Offenders Policy; Whistle-blowing Policy; Volunteer Code of Conduct; Staff Code of Conduct; Complaints Policy

procedures.

- All financial transactions will be properly and accurately recorded and we will maintain the highest possible standards in the charity's operational and administration procedures.
- We will encourage diversity in the workplace and provide a healthy and safe working environment so employees feel safe at work and are free of harassment and bullying ³
- We will act with transparency in our dealings with funders and other supporting organisations.
- Corrupt practices of any kind will not be tolerated and no bribes or similar payments may be made to or accepted from any party. Facilitation payments, made to facilitate or speed up official or governmental procedures or actions, are likely to be considered as bribes and should not be made unless specifically permitted under applicable laws or regulations.⁴
- No gift, entertainment, hospitality or donation shall be made or accepted in circumstances where it could be regarded as likely to influence the outcome of any business transaction or impact upon an employee's business judgement. They may only be permitted if they are no greater than the de minimis value of £25 defined in Young Enterprise's Conflict of Interest Policy.⁵
- Employees, trustees and volunteers must avoid conflicts of interest arising from their relationships with Young Enterprise and their personal activities.⁶
- We will take all reasonable steps to ensure that we do not engage with any donors, volunteers or suppliers that might damage the charity's reputation through its association with suspect or unethical practices. For example:
 - inadequate health and safety standards for their employees
 - infringing internationally accepted standards of workers' rights
 - use of child or forced labour
 - unsound environmental practices
 - failure to act ethically
 - poor standards of social responsibility
 - failing to comply with relevant laws and regulations.

All funders, suppliers, trustees, staff and students will be made aware of Young Enterprise's Ethics Policy.

³ Policy on the Prevention of Harassment and Bullying; Equal Opportunities Policy; Health & Safety Policy; Grievance Procedure

⁴ Anti-bribery and Corruption Procedures; Data Protection Policy

⁵ Conflicts of Interest Policy

⁶ Conflicts of Interest Policy