

Code of Conduct

Organisation:	British Veteran Owned	Last Reviewed:	January 2026
Established:	January 2022	Next Review:	January 2027

1. Purpose

This Code of Conduct sets out the standards of behaviour expected of all individuals representing or acting on behalf of British Veteran Owned Ltd. It is designed to promote a professional, respectful, and inclusive environment that reflects the organisation's values and mission.

2. Scope

This Code applies to all:

- Directors and officers
- Staff and volunteers
- Advisors, mentors, and facilitators
- Contractors and consultants
- Anyone representing British Veteran Owned in an official capacity

3. Core Principles

All individuals covered by this Code are expected to act with:

- Integrity – behaving honestly, ethically, and transparently
- Respect – treating others fairly, with dignity and consideration
- Professionalism – conducting themselves in a manner appropriate to a business-support environment
- Accountability – taking responsibility for actions and decisions
- Service before self – acting in the best interests of the veteran community and the organisation

4. Expected Standards of Behaviour

Individuals are expected to:

- Act in a lawful and ethical manner at all times
- Treat all participants, colleagues, and partners with respect
- Communicate clearly, constructively, and professionally
- Respect confidentiality and data protection requirements
- Avoid behaviour that could bring the organisation into disrepute
- Follow organisational policies and procedures where applicable

- Declare and manage any conflicts of interest appropriately

5. Equality, Diversity and Inclusion

British Veteran Owned is committed to equity, diversity, and inclusion. Discrimination, harassment, bullying, or exclusionary behaviour on any grounds will not be tolerated.

All individuals must comply with the organisation's Equity, Diversity and Inclusion Policy and contribute to an inclusive and welcoming environment.

6. Safeguarding and Professional Boundaries

All individuals must:

- Maintain appropriate professional boundaries
- Conduct interactions in a safe, respectful, and appropriate manner
- Report any safeguarding concerns in line with the organisation's Safeguarding Policy

British Veteran Owned does not tolerate abuse, exploitation, or inappropriate conduct of any kind.

7. Use of Authority and Position

Individuals must not misuse their position for personal gain or advantage. This includes:

- Seeking or accepting inappropriate gifts or benefits
- Using influence improperly
- Exploiting relationships with participants, partners, or suppliers

Any gifts or hospitality must be declared in line with organisational policy.

8. Conflicts of Interest

All individuals must declare any actual or potential conflicts of interest that could affect, or be perceived to affect, their impartiality or decision-making.

Conflicts should be managed transparently and in accordance with the organisation's Conflicts of Interest and Financial Controls policies.

9. Breaches of the Code

Any concerns about breaches of this Code should be raised promptly and in good faith.

Reports can be made to the Chairman and will be considered fairly and proportionately. No individual will be treated unfairly for raising a genuine concern.

Breaches may result in appropriate action, which could include guidance, removal from activities, or termination of involvement with the organisation.

10. Review

This Code of Conduct is reviewed annually by the Board of Directors and may be updated to reflect changes in organisational activity, risk, or best practice.

Author:	Stephen Morgan	Approved By:	Stephen James
Position:	CEO	Position:	Chairman