

In keeping with its Vision and Values, The Leprosy Mission is committed to maintaining the highest degree of ethical conduct amongst all its Board Members, staff and other representatives. To help increase understanding, this Code of Conduct details The Leprosy Mission's expectations of staff and associated personnel (volunteers, partners, suppliers and contractors) in key areas.

Scope and purpose

This Code of Conduct applies to all The Leprosy Mission Board members, staff and associated personnel.

The purpose of this Code of Conduct is to set out the conduct expected of The Leprosy Mission Board members, staff and associated personnel. The Code is applicable at all times. Breaches of the Code of Conduct are grounds for disciplinary action, up to and including dismissal.

Whilst recognising that local laws and cultures differ considerably from one country to another, The Leprosy Mission is an International Non-Governmental Organisation, and therefore the Code of Conduct is developed from international and UN standards. The Leprosy Mission Board members, staff and associated personnel are expected to uphold local law wherever they operate, except where this Code of Conduct is more stringent, in which case the Code applies.

Mission and Values

Our Vision Leprosy Defeated, Lives Transformed.

Our Mission Following Jesus Christ, The Leprosy Mission seeks to bring about transformation; breaking the chains of leprosy, empowering people to attain healing, dignity and life in all its fullness.

Values Because we follow Jesus Christ, we value Compassion, Justice, Integrity, Inclusion and Humility

Code of Conduct Standards

As a representative of The Leprosy Mission I will:

1. Uphold the Christian identity, integrity and reputation of The Leprosy Mission by ensuring that my professional and personal conduct is consistent with The Leprosy Mission's values and standards

- 1.1 I will uphold, promote and respect the Christian identity of The Leprosy Mission and its values in everything I do.
- 1.2 I will treat all people fairly, with respect and dignity.
- 1.3 When working in an international context or travelling internationally on behalf of The Leprosy Mission, I will be observant of all local laws and be sensitive to local customs
- 1.4 I will seek to ensure that my conduct does not bring The Leprosy Mission into disrepute and does not impact on or undermine my ability to undertake the role of trustee.
- 1.5 I will not work under the influence of alcohol or use, or be in possession of, illegal substances on The Leprosy Mission International premises or provided accommodation

2. Not engage in abusive or exploitative conduct

- 2.1 I will not engage in sexual activity with children (persons under the age of 18). Mistaken belief in the age of a child is not a defence

- 2.2 I will not exchange money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This includes any exchange of assistance that is due to beneficiaries
- 2.3 I will not engage in sexual relationships with beneficiaries of assistance
- 2.4 I will not engage in any commercially exploitative activities with children or vulnerable adults including child labour or trafficking
- 2.5 I will not physically assault a child or vulnerable adult
- 2.6 I will not emotionally or psychologically abuse a child or vulnerable adult

3. Ensure the safety, security, health and welfare of all The Leprosy Mission Board, staff members and associated personnel

- 3.1 I will adhere to all legal and organisational health and safety requirements in force at my location of work on behalf of The Leprosy Mission
- 3.2 I will comply with all The Leprosy Mission International travel safety and security guidelines and all local security guidelines when travelling as part of my role as a TLMI Trustee, and be proactive in informing management of any necessary changes to such guidelines
- 3.3 I will behave in a manner that avoids any unnecessary risk to the safety, health and welfare of myself and others, including partner organisations and communities with whom we work.

4. Be responsible for the use of information, assets and resources to which I have access by reason of my work with The Leprosy Mission

- 4.1 I will ensure that I use The Leprosy Mission assets and resources entrusted to me in a responsible manner and will account for all money and property.
- 4.2 I will not use The Leprosy Mission IT equipment, software or e-mail and social media platforms to engage in activity that is illegal under local or international law or that encourages conduct that would constitute a criminal offence. This includes any material that intimidates or harasses any group based on protected characteristics, or encourages extremism
- 4.3 I will not use The Leprosy Mission IT equipment to view, download, create, distribute or save in any format inappropriate or abusive material on any kind including but not limited to pornography or depictions of child abuse

5. Perform my duties and conduct my private life in a manner that avoids conflicts of interest

- 5.1 I will declare any financial, personal or family (or close intimate relationship) interest in matters of official business which may impact on the work of The Leprosy Mission.
- 5.2 I will not be involved in awarding benefits, contracts for goods or services, employment or promotion within The Leprosy Mission, to any person with whom I have a financial, personal, family (or close intimate relationship) interests
- 5.3 I will seek permission before agreeing to being nominated as a prospective candidate or another official role for any political party
- 5.4 I will not accept significant gifts or any remuneration from governments, communities with whom we work, donors, suppliers or other persons which have been offered to me as a result of my activities with The Leprosy Mission.

6. Uphold confidentiality

- 6.1 I will exercise due care in all matters of official business, and not divulge any confidential information relating to colleagues, work-related matters or any sensitive information unless legally required to do so