



Containment | Flow | Purpose

## **CODE OF VALUES AND PRACTICE POLICY**

February 2025





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### 1. Purpose

- 1.1. The Code of Values and Practice Policy establishes the ethical standards and behavioural expectations for all associated individuals, including the Board of Directors, staff, volunteers, and partners. These principles guide our work, promote a culture of integrity and accountability, and ensure we remain true to our values of **education, advocacy, patronage, and community investment**.

### 2. Scope

- 2.1. This policy applies to all associated individuals (i.e. directors, officers, employees, volunteers, contractors, and collaborators) engaged in NUMXN's

### 3. Code of Conduct

- 3.1. **Integrity:** We commit to honesty, transparency, and ethical decision-making. We uphold accountability in our work and remain true to our mission, even in challenging circumstances.
- 3.2. **Respect:** We treat everyone with dignity, embracing diversity and inclusivity. We recognise and value different perspectives, experiences, and backgrounds in our pursuit of meaningful impact.
- 3.3. **Commitment to Excellence:** We strive for continuous learning, improvement, and the highest quality in all we do. We encourage curiosity, growth, and dedication to our craft and responsibilities.
- 3.4. **Accountability:** We take responsibility for our decisions and actions. We ensure our resources are used effectively and ethically to fulfil our commitments to our community and stakeholders.
- 3.5. **Innovation:** We encourage creativity and forward-thinking in addressing challenges and advancing our mission. We support new ideas, bold approaches, and dynamic problem-solving.
- 3.6. **Equity and Fairness:** We work to create accessible opportunities, ensuring fair treatment and inclusivity in all our programs and initiatives. We challenge systemic barriers and advocate for justice.
- 3.7. **Collaboration:** We believe in the power of collective effort. We foster partnerships with individuals, organisations, and communities that align with our mission, amplifying our impact.
- 3.8. **Social Responsibility:** We recognise our responsibility to uplift, advocate for, and invest in the communities we serve. We commit to making a tangible and lasting difference in people's lives through our work.

### 4. Ethical Practice

- 4.1. We adhere to the highest ethical standards in all our interactions. Conflicts of interest must be disclosed, and we will not engage in any actions that compromise our integrity or the trust placed in us.



## **5. Accountability and Transparency**

- 5.1. We are committed to openness in our activities, financial management, and governance. We provide stakeholders with the information needed to ensure NUMXN remains accountable to its mission and community.

## **6. Policy Review**

- 6.1. This Code of Values and Practice Policy shall be reviewed and updated at least every three (3) years, or as necessary to ensure its relevance and alignment with NUMXN's objectives, legislation, and governance best practices.