

WBFSH



## WBFSH Code of Conduct and Ethics

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### Purpose and Scope

This Code outlines the expected conduct and responsibilities of WBFSH board members, executive directors, and other office holders. Its purpose is to ensure that all actions align with the organisation's values and promote its best interests.

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### Core Values

All WBFSH office holders must demonstrate the following values:

1. Performance: Strive for excellence and deliver high standards in all activities on behalf of WBFSH.
2. Partnership: Collaborate openly and honestly to address shared challenges.
3. Professionalism: Act ethically, maintain objectivity, and treat all individuals with respect.
4. Passion: Show commitment to the organisation's goals and promote the success of its members and breeders.

### Responsibilities and Conduct

WBFSH office holders must:

- Uphold high personal standards and project a positive image of sports horse breeding.
- Be role models within the equestrian community, demonstrating ethical and appropriate behaviour at all times.
- Support and promote the reputation and interests of the WBFSH.

### Seven Principles of Public Life

This Code is underpinned by the following principles, which should guide all decisions and actions:

1. **Selflessness:** Act solely in the best interests of the WBFSH and its members, without personal gain.
  - Disclose any potential conflicts of interest immediately and take appropriate measures to separate these interests from professional responsibilities.
  - Example: Refrain from influencing funding decisions to benefit personal or affiliated projects.
2. **Integrity:** Avoid obligations or relationships that could improperly influence your work.
  - Declare and resolve potential conflicts of interest transparently.
  - Example: Disclose any financial stake in a company bidding for a WBFSH contract and abstain from related discussions or votes.
3. **Objectivity:** Make decisions impartially and based on merit, without discrimination or bias.
  - Example: Ensure that funding or awards are allocated based on clear and objective criteria, rather than personal preferences.
4. **Accountability:** Be accountable for your actions and decisions. Safeguard WBFSH funds and resources.
  - Commit to sustainability and responsibly manage natural resources, being mindful of the ecological impact of your decisions and activities.
  - Example: Provide a detailed justification for any expenditure or allocation of resources during audits or reviews.
5. **Openness:** Operate transparently and share relevant information unless there are lawful reasons for confidentiality.
  - Example: Explain the rationale behind major policy changes to maintain trust and understanding.
6. **Honesty:** Be truthful and act with integrity in all dealings.
7. **Leadership:** Lead by example, championing these principles and challenging inappropriate behaviour wherever it occurs.
  - Example: Address breaches of conduct swiftly and decisively, regardless of the individual involved.

### **Conflict of Interest**

To prevent conflicts of interest, WBFSH office holders must:

- Disclose any relationships or interests that could compromise impartiality.

- Avoid actions that result in personal benefits at the expense of the organisation's integrity.
- Resolve potential conflicts in a transparent and fair manner.

Examples of potential conflicts of interest:

- Personal Financial Gain: Participating in decisions that could benefit a company owned by a family member.
- Dual Roles: Holding a leadership position in another organisation with competing interests. Be transparent and declare any potential conflicts of interest about any activities or assignments that may impact or conflict with WBFSH decisions.
- Preferential Treatment: Favouring certain breeders or members because of personal connections.

### **Social Media Use**

When referencing WBFSH roles on personal social media accounts, office holders must:

- Ensure posts reflect the organisation's values and maintain a professional tone.
- Avoid sharing sensitive or confidential information obtained through their position.
- Example: Post about WBFSH events in a positive and professional manner while respecting confidentiality agreements.

### **Sanctions for Non-Compliance**

Non-compliance with this Code may result in disciplinary actions, including:

- Formal warnings or reprimands.
- Suspension or removal from WBFSH office.