



## Code of Conduct Policy 2023

To be read in conjunction with Conflicts of Interest Policy,  
Declaration of Interests and Anti-Bribery Statement.

### Our Values

Impactful Future Ltd has clearly defined Aims, Mission & vision of how we work.

This Code of Conduct is underpinned by a set of core values to be upheld.

### **We will always:**

- act with integrity.
- have respect for our clients and customers (actual and potential).
- have respect for our partners (actual and potential), including the use of fair contracting and funding arrangements.
- ensure transparency, non-discrimination, equal treatment and accountability in relationships between both parties.
- ensure prompt and receptive responses to marketplace issues and challenges;
- encourage the sharing of good practice.
- promote equality and diversity in our workforce and our supply chain; and
- be committed to achieving the best possible outcomes for our customers.

<b>Date of last review</b>	September 2023
<b>Date of next review</b>	September 2024
<b>Date it was first implemented</b>	September 2023
<b>Author(s)</b>	Managing Director & Finance Director
<b>Audience</b>	All Directors, Employees, Volunteers and Stakeholders.
<b>Other relevant policies and/or procedures</b>	Conflicts of Interest Policy, Data Retention, Whistle Blowing policy, Disciplinary policy and Anti-bribery statement.
<b>Where it is saved</b>	<a href="http://www.impactfulfutures.com">www.impactfulfutures.com</a>