

Ethics Committee

General Terms of Reference

The Ethics Committee of Margin Art & Media PLC is established to uphold the highest standards of ethical conduct, cultural stewardship, and institutional integrity across all Company activities, including museum operations in Scotland and its European sister institutions.

1. Purpose

The Committee shall:

- Promote ethical governance across the Company's corporate and museum activities.
- Oversee compliance with applicable laws, regulatory frameworks, and cultural licensing agreements.
- Safeguard the integrity of collections, acquisitions, and curatorial practices.
- Ensure alignment between the Company's commercial operations and its public cultural mission.

2. Responsibilities

The Committee shall:

- Oversee ethical standards relating to collection management, provenance research, and cultural licensing.
- Review policies relating to conflicts of interest.
- Supervise whistleblowing procedures.
- Monitor compliance with anti-bribery and anti-corruption laws.
- Review partnerships, sponsorships, and funding arrangements to ensure reputational integrity.

- Ensure adherence to free public attendance obligations under Grant-in-Aid policy frameworks.
- Promote equality, diversity, and inclusion across the organisation.

3. Cultural Responsibility

Given the Company's role as an independent museum operator with international sister institutions in the Netherlands and Belgium, the Committee shall ensure:

- Cross-border ethical consistency.
- Responsible stewardship of culturally significant artefacts.
- Respect for international cultural heritage standards.

4. Composition

- Minimum of three directors, including at least two independent Non-Executive Directors.
- May include external advisory members with expertise in museum ethics, cultural law, or governance.