



The Suffolk Sheep Society Code of Conduct

As a member, employee volunteer or associate, of the Suffolk Sheep Society you are part of a renowned breeder organisation that prides itself on representing the world's finest sheep breed, producing premium quality lamb and breeding stock.

In working together all members, the Society employees and Council representatives must respect each other's role in maintaining this pedigree within the domestic and world market.

From time to time, you may experience issues or concerns regarding your membership or services that you engage with, this code of conduct outlines the correct process a member should follow to gain a resolution to any difficulties they are experiencing.

The Code also outlines on a day-to-day basis the usual expectations that employees, members and council representatives should expect, using the adage -

Give Respect, Get Respect

All parties have the right to work for and with the Society in an environment that: -

- ✓ Promotes Dignity at Work
- ✓ Encourages Individuals to treat each other with respect
- ✓ Advocates speaking politely, openly, and honestly with others
- ✓ Is open transparent and fair
- ✓ Encourages the parties to take responsibility for each other
- ✓ Encourage and create a culture free from inappropriate behavior.
- ✓

If any party goes against any of these codes, then a full investigation will be initiated through the Complaints Committee (Chair, Vice Chair and Secretary) with the view to addressing the situation through the Disputes and Disciplinary committee to reach an outcome. The process being duly followed, the decision of the committee is final.

For avoidance of any doubt these include but not exclusive to, written or verbal abuse, intimidation, harassment, bullying, attempted or actual physical violence, damage to property or any action that may bring the Society, director's employees or membership into disrepute will not be tolerated.

If as a member, you wish to raise a concern or complaint please put the details in writing to, the CEO at the society office. This will be acknowledged within five working days. All cases will be dealt with on an individual basis and the receipt confirmation will specify, depending on the nature of the query, the likely length of time next steps will be taken to resolve the issue raised.