



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 in, and 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
- ✓ Encourages and creates a culture free from inappropriate behaviour

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 are not exclusive to, written or verbal abuse, intimidation, harassment, bullying, attempted or actual physical violence, and damage to property; any action that may bring the Society, Directors, Employees or Membership into disrepute will not be tolerated.

Any member, connected or not to the incident, witnessing any act that violates the code should in the first instance report this to the CEO or a member of the Society Council. Any contravention of the code will be dealt with by the Disciplinary Committee on a case-by-case basis, and sanctions to the privileges of membership of The Society will be imposed depending on the severity in nature of the incident. These may include, but are not limited to, being barred from Society sales or having their membership revoked.