

## **Global Sikh Council**

### **Code of Ethics and Practices**

**1. Dignity & Respect:**

The organization shall recognize the inherent dignity and worth of every individual and treat everybody with honour and respect, even if in disagreement;

**2. Accountability:**

The organization shall be accountable to stakeholders and accept responsibility for the outcomes of own actions;

**3. Liberty:**

The organization shall respect the rights of stakeholders and empower beneficiaries to make own decisions as agents of change;

**4. Transparency:**

The organization shall provide stakeholders timely, accurate and relevant information, in a comprehensive format and in sufficient detail;

**5. Equality:**

The organization shall provide stakeholder equal opportunities without any discrimination based on gender, caste, creed, colour, Ethnic group or nationality;

**6. Effectiveness:**

The organization shall attain and actively manage a level of competence appropriate to responsibilities undertaken, and execute those responsibilities to high technical and ethical standards for maximum stakeholder benefit, and encouraging others to do the same;

**7. Health & Safety:**

The organization shall be conscious of the physical and mental well-being of its beneficiaries and staff / volunteers, and encourage a healthy work-life balance;

**8. Environmental Protection:**

The organization shall respect the environment and be mindful of the next generation, and strive to minimize impact on the environment and encourage others to do the same;

**9. Legality:**

The organization shall be independent and self governing, be transparent and truthful in its dealings with all stakeholders, shall respect and fulfill the requirements of the legal framework in which it operates, avoid any conflicts of interest and be opposed to corruption, financial improprieties or other illegalities;

**10. Integrity:**

The Stake holders shall prove their integrity towards be well being and progress of the Organization