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**C**  **CODE**

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**of Conduct**

# Introduction

At the Bupa Foundation, we're here to make people and places healthier. We help with practical, grassroots support, supplying what communities need to turn their ideas into action.

We provide opportunities for people to learn about their health and their local environment.

We're here to create lasting change so that together we can take care of this planet we all call home.

The Bupa Foundation Code of Conduct sets out how we work to fulfil our purpose: **helping people to live longer, healthier, happier lives and making a better world.** The Code is for everyone involved in our work, ensuring we operate ethically and responsibly at all times.







# Our purpose is at the heart of all we do

Helping people live longer, healthier, happier lives and make a better world.

- **Our purpose guides our decisions and actions.** We make selfless decisions that prioritise the wellbeing of our beneficiaries.
- **We use resources responsibly.** We respect people and the planet by thinking carefully about what we use and how we use it.
- **We commit to doing no harm.** Our work aligns with our mission to improve both people's and the planet's health and wellbeing.







# We are caring

- **We treat everyone with care and respect.**

We are inclusive, fair and do not tolerate any form of discrimination, bullying or harassment.

- **We speak up.** We immediately report any safeguarding and health and safety concerns, or anything that concerns us in the Foundation's work or in that of its beneficiaries.







# We are trustworthy

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- **We are true to our word.** We are transparent about our work and its impact.
- **We act honestly.** We avoid any action that goes against this code.
- **Best interests at heart.** Trustees, employees, and volunteers act in the best interests of the Foundation and its beneficiaries, aiming to avoid conflicts of interest and not accepting bribes or inappropriate gifts.
- **We comply with all relevant laws and regulations.** This includes the Charities Act 2011, safeguarding regulations, equality laws, and data protection (UK GDPR).





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The Bupa Foundation Code of Conduct incorporates the **Seven Principles of Public Life** (also known as the Nolan principles). For the avoidance of doubt, we expect anyone connected to the Bupa Foundation to follow the Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty, leadership.

Bupa employees who support the Foundation must also follow the **Bupa Code**.

**If you have a concern about the Foundation, please contact the Chair.**

If you feel you can't speak to them, Bupa allows people to raise any concerns via its confidential Speak Up service.

**Visit [bupa.com/speakup](https://www.bupa.com/speakup).**

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