



Public Outreach

Ethical Policies
Oct 20



Public Outreach Ethical Policies

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Code of Conduct



Public
Outreach



01

Environmental

Public Outreach recognises that it has a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods.



Public
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What initiatives will we be running?



Support

Continue to increase staff awareness with sustainable information and products.



Waste

Continually aim to reduce waste business wide and improve waste management.



Assessment

Assess business decisions with third party partners based on their environmental impact.



Transparency

Communicate policies and ensure transparency with staff, clients and the public.



Printing

Creating materials which allow staff to not require any printing.



Monitoring

Continually monitor our environmental impact.



02

Social

Public Outreach strives to promote an inclusive and progressive workforce. We are committed to providing equal opportunities and creating a working environment where anybody can reach their full potential. Supporting all staff both in their skills and struggles is a keystone value of Public Outreach.



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What initiatives will we be running?



Opportunities

Clearly define a full leadership programme providing equal opportunities.



Recruitment

Continue to hire based on 'skill set based' factors rather than social prejudices or factors.



Equality

Ensure there is no pay gap based on colour, creed, religion, gender, nationality or any other factor.



Celebration

Celebrating and generating funds for charities we support through internal fundraising campaigns and international events.



Education

Provide all staff with professional training in how to handle and support those who have faced discrimination.



Attainment

Provide a secure and anonymous method for staff to reach out with issues and ideas for improvements.



03

Code of Conduct



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What is our code of conduct?



Inclusive

We welcome and support people of all backgrounds and identities. This includes but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability.



Considerate

Consider how your actions and conduct will impact your reputation, clients & donors perception of Public Outreach, and how your colleagues will feel. This includes being aware of vulnerable donors and prioritising their needs against personal targets.



Respectful

We are a company built by a wide range of people from various backgrounds. Be respectful of the values and principles that make us all unique.



Participation

Part of our team culture is celebrating individuals, successes & important causes. We expect each member of staff to participate in creating an environment where we celebrate each other and our contribution to improving the world.

What is our code of conduct?



Harassment

In general if someone asks you to stop doing something, then stop. You are responsible not only for how you feel but also how those around you feel. Be mindful how your actions can cause distress for others.



Education

We encourage all staff to continue to educate themselves on all the important causes we represent. Also maintaining an active learning mindset when it comes to supporting members of our Public Outreach family.



Honesty

All members of staff must conduct with honesty at the forefront of their actions. Be honest with donors/public, be honest about your knowledge, be honest with your teammates and leaders. This is one of the main pillars in the Public Outreach code of conduct.



Bullying

Bullying of any sort is deemed grounds for immediate dismissal. We encourage those who may be experiencing and witnessing bullying to reach out. And implore each individual to kick this out of Public Outreach should it ever arise.