

Co-operantics Code of Conduct

Co-operantics mission:

To improve co-operative skills* in co-operatives. To promote and develop co-operative skills throughout all sectors of the economy and sections of society.

1. Co-operantics is itself a co-operative, so in order to fulfil our mission we will abide by [international co-operative principles and values](#).
2. We will maintain professional co-operative business advice standards, once they are developed and implemented, indeed we will play our part in developing and agreeing those standards. We will regularly review and update our knowledge, skills and experience, attending CPD events, sharing best practice and encouraging peer learning amongst co-operatives and co-operative business advisers.
3. We will always respect our clients and act in their best interests, seeking to build capacity rather than developing dependency, whilst recognising that it may be in our clients' interests to utilise our skills rather than acquire those skills themselves.
4. We will always respect client confidentiality.
5. Co-operantics members will declare any conflicts of interest where they exist. If a Co-operantics member has ethical concerns with a particular co-operative or sector of the economy, the work will be passed to another member, unless it is in conflict with Co-operative Principles, in which case the work will be declined.
6. We will at all times abide by Co-operantics Diversity and Equal Opportunities Policy, assessing achievement of goals and targets in an annual review.
7. We will at all times abide by Co-operantics Environmental Policy, assessing achievement of goals and targets in an annual review.

*Co-operative skills include communication, running effective meetings, decision-making, coping with conflict, negotiation and team working.