

Destiny Rescue Limited Code of Conduct

In keeping with its vision and values, Destiny Rescue Limited (DRL) is committed to maintaining the highest degree of ethical conduct amongst all its staff and associated personnel. To help increase understanding, this Code of Conduct details DRL's expectations of employees in key areas.

Scope and purpose

This Code of Conduct applies to all staff employed by DRL.

The purpose of this Code of Conduct is to set out the conduct expected of DRL staff whilst under contract to the organisation, and forms part of all contracts of employment. The Code is applicable at all times. Breaches of the Code of Conduct are grounds for disciplinary action, up to and including dismissal.

DRL staff are expected to uphold local law wherever they operate, except where the Code of Conduct is more stringent, in which case the Code applies.

Mission and values

Destiny Rescue rescues children from sexual exploitation and human trafficking and helps them stay free.

Code of Conduct Standards

As a DRL employee I will:

Uphold the integrity and reputation of DRL by ensuring that my professional and personal conduct is consistent with DRL's values and standards

- I will treat all people fairly with respect and dignity
- When working in an international context or travelling internationally on behalf of DRL, I will be observant of all local laws and be sensitive to local customs
- I will seek to ensure that my conduct does not bring DRL into disrepute and does not impact on or undermine my ability to undertake the role for which I am employed
- I will not work under the influence of alcohol or use, or be in possession of, illegal substances on DRL premises or accommodation

Not engage in abusive or exploitative conduct

- I will not engage in sexual activity with children (persons under the age of 18). Mistaken belief in the age of a child is not a defence
- I will not exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour. This includes any exchange of assistance that is due to beneficiaries of assistance.
- I will not engage in sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics
- I will not engage in any commercially exploitative activities with children or vulnerable adults including child labour or trafficking
- I will not physically assault a child or vulnerable adult
- I will not emotionally or psychologically abuse a child or vulnerable adult

Ensure the safety, health and welfare of all DRL staff members and associated personnel

- I will adhere to all legal and organisational health and safety requirements in force at my location of work, this includes working from home
- I will comply with any local security guidelines and be pro-active in informing management of any necessary changes to such guidelines
- I will behave in a manner such as to avoid any unnecessary risk to the safety, health and welfare of myself and others, including partner organisations and communities with whom we work

Be responsible for the use of information, assets and resources to which I have access by reason of my employment with DRL

- I will ensure that I use DRL assets and resources entrusted to me in a responsible manner and will account for all money and property
- I will not use DRL IT equipment, software or e-mail and social media platforms to engage in activity that is illegal under local or international law or that encourages conduct that would constitute a criminal offence. This includes any material that intimidates or harasses any group based on protected characteristics, or encourages extremism
- I will not use DRL IT equipment to view, download, create, distribute or save in any format inappropriate or abusive material including but not limited to pornography or depictions of child abuse

Uphold confidentiality

- I will exercise due care in all matters of official business, and not divulge any confidential information relating to colleagues, work-related matters or any sensitive information unless legally required to do so

Complaints and reports

DRL staff are obligated to bring to the attention of the relevant manager any potential incident, abuse or concern that they witness, are made aware of, or suspect which appears to breach the Standards contained in this Code. DRL staff reporting concerns are protected by our Whistleblowing and Complaints Policies.

Staff members who have a complaint or concern relating to a breach of the code should report it immediately to their line manager. If the staff member does not feel comfortable reporting to their line manager (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other appropriate staff member. For example, this could be a senior manager or HR.

Staff members receiving reports or concerns are obliged to action or refer the report immediately as per the DRL Complaints Policy and procedures

Related policies

- [Complaints Policy](#)
- [Workplace Health and Safety Policy](#)
- [Whistleblower Policy](#)
- [Child Protection Policy](#)

I undertake to discharge my duties and to regulate my conduct in accordance with the requirements of this Code

Name:

Signature:

Date:

Version:	Author:	Revision Date:	Description of Change:	Approved by:
1.0	Brent Dykes Kirwan	12/801/2021	Approval	Fiona Berkin