

## **Bathroom Manufacturers Association**

### **Member Code of Ethics**

Adopted 12 October 2015

This Member Code of Ethics (**Code**) sets out the principles and standards that members (both full members and affiliate members) (**Members/Member Companies**) of the Bathroom Manufacturers Association (**BMA**) shall be expected to adhere to. The standards set out in this Code are essential to safeguarding the interests of the public and also maintaining the respect of the public and regulators alike.

**Integrity** – Members Companies shall operate to a high standard of integrity by promising only what they can deliver, and only making commitments that they can and intend to keep. They shall adopt their own policies and/or codes of conduct to assist in maintaining high levels of integrity, and as members of the BMA they shall promote best practice within the industry and the benefits and the principles that the BMA represents.

**Health and Safety** – Members shall provide a clean and safe environment in which to work by complying with all applicable laws and regulations establishing, maintaining and following responsible policies and practices, and responding promptly to enquiries about health and safety issues relating to their processes, products and services.

**Environment and Sustainability** – Members must comply with all applicable laws, regulations and targets establishing, maintaining and following environmentally sound and sustainable working policies and practices. Members shall respond promptly to any environmental issues relating to their processes, products and services. Further, Members shall engage with the BMA in the promotion, development and sustainability across the industry.

**Relationships with Competitors** – Members shall adhere to legislation prohibiting the restraint of trade, unfair practices and abuse of economic powers. Members shall comply with all domestic and international competition legislation where applicable and ensure that relevant employees understand the provisions of these laws where appropriate.

**Anti-bribery and anticorruption** – Members shall demonstrate their commitment to acting fairly and ethically in all their commercial activities by not engaging in any corrupt activity or act of bribery and further, they shall comply with all relevant legislation governing bribery and corruption.

**Training and Development** – Members shall demonstrate their commitment to the on-going training and development of staff and contractors in order to maintain high standards of practice within the industry delivering the best service possible to the public.

**Product Compliance** – All Member products must comply with applicable legislation, regulations, codes, standards and any other requirements regarding materials, performance, contaminants and other criteria, and those products shall be tested and certified in accordance with their own adequate self-certification procedures or third party agencies as appropriate. Further, Members shall not make any false claims or representations about the quality, composition or performance of any of their products.

**Lobbying Activities** – Members shall comply with the laws and regulations governing lobbying and observe the highest standards of conduct when dealing with any governmental body or other regulatory organisation, whether engaging in lobbying activity in conjunction with the BMA or otherwise. Members shall not engage in misrepresentation of any nature or engage in any lobbying activity that may bring the BMA and its other members into disrepute.

**Adherence** – All Members of the BMA shall be expected to comply with all of the requirements set out in this Code. Any Member that does not conform with this Code (**Non-Conformity**) shall be expected to rectify any such Non-Conformity immediately. The BMA does acknowledge that effectively operated Member Companies may on occasion require further support and assistance to resolve any issue of Non-Conformity and therefore in circumstances determined solely by the BMA, a Member Company may receive 6 months to rectify an area of Non-Conformity with this Code.

The BMA may at its discretion provide any support and assistance that it deems appropriate. The BMA reserves the right to terminate the membership of a Member Company for failure to rectify an issue of Non-Conformity within this time frame, in accordance with its constitution.

