



Corporate and Social Responsibility

Business Conduct Policy

The University is committed to the highest standards of openness, integrity and accountability. It seeks to conduct its affairs in a responsible manner having regard to the principles established by the Committee on Standards in Public Life (formerly known as the Nolan Committee) which members of staff at all levels are expected to observe.

In addition, the University expects that staff at all levels will observe the spirit of this Business Conduct Policy, the University's Financial Regulations, the Guide to Policy and Procedures, the Procurement Policy and Procedures, the detailed financial guides and the Code of Good Practice – Valuing Ourselves and Others, which cover:

- Probity and propriety
- Selflessness, objectivity and honesty
- Relationships

Refusal to observe the codes of conduct will be grounds for disciplinary action.

Conflicts of Interest

University staff must never use their authority or office for personal gain and must seek to uphold and enhance the standing of the University by:

- i) maintaining an unimpeachable standard of integrity in all their business relationships;
- ii) fostering the highest possible standards of professional purchasing competence;
- iii) optimising the use of resources to provide the maximum benefit to the University;
- iv) complying both with the letter and spirit of:
 - a) English law, including the UK Bribery Act;
 - b) professional procurement guidance issued by the Head of Procurement;
 - c) contractual obligations entered into by the University.
- v) rejecting any business practice which might reasonably be deemed improper. In particular, staff should not put themselves in a position where their behaviour might give rise to concern in the context of the Bribery Act 2011. An overview of the Bribery Act is at [Annex 1](#).



Corporate and Social Responsibility Business Conduct Policy



Corporate and Social Responsibility Business Conduct Policy

Summary