

# Code of Ethics

Chronic Pain Ireland is committed to a principle's based Code of Ethics which is reviewed regularly as part of our good governance practices. Last reviewed and approved September 2025.

## 1. Dealing with Employees or Colleagues

### **Dealing with each other**

We are committed to fostering a workplace that is safe and that is founded on fair employment practices.

We respect the rights and dignity of all employees.

We believe that every employee is entitled to fair treatment, courtesy and respect.

We do not tolerate discrimination, abuse or harassment in any form.

### **Conflicts of interest**

We avoid conflicts of interest at all times.

We manage those conflicts that cannot be avoided by including the next higher level of management for resolution.

We actively disclose any apparent or real conflicts of interest.

### **Data protection**

We are committed to protecting the personal data of our members, employees, customers, suppliers, donors and others.

We will only acquire and retain personal data that is required for the effective operation of CPI and or required by law in accordance with a data protection policy.

## 2. Dealing with Customers and Partners

### **Bribery**

We do not tolerate bribery; we never give or accept, directly or indirectly, a bribe in any form.

We ensure that third parties acting on behalf of CPI refrain from giving or accepting bribes, directly or indirectly.

### **Gifts and entertainment**

In order to be transparent, we will develop a gift and entertainment policy.

We support strengthening relations but we do not use gifts and or corporate entertainment to, or attempt to, influence any decision or gain any advantage for the benefit of CPI.

We support lawful and ethical competition and will comply with all competition or antitrust legislation.

### **Purchasing**

We choose suppliers based on merit.

We encourage our suppliers to comply with legal requirements and to act in a manner that is consistent with our Code of Ethics.

We will not do business with companies that act or publish statements that are inconsistent with our aim and objectives and our Code of Ethics.

## **3. Dealing with Stakeholders**

### **Financial Reporting and Communication**

We ensure that the reporting of business information – computerised, on paper or in any other format – is accurate, honest and timely.

We provide all members of the public with equal access to the same honest and accurate information.

It is the policy of CPI that at least two members of the Governing Body members are present at all meetings with third parties.

All trips abroad should be authorised by the Governing Body on a cost-benefit analysis on every member attending on behalf of CPI.

### **Protecting company assets**

We use company assets, including Information Technology assets for legitimate business purposes only.

We ensure that the company does not incur a significant increase in cost when we use company resources, such as photocopiers or telephones, for personal use.

## 4. Dealing with the Environment

### **Health, Safety & Wellbeing**

We are committed to creating and managing a safe, secure and healthy working environment.

### **Environment**

We conduct our activities in full compliance of all relevant environmental laws.

We make an effort to minimise environmental pollution and make continuous improvements in environmental protection.

Chronic Pain Ireland is committed to the above and we encourage feedback from all interested parties to ensure we continue to work towards our ideals and values.