



SWF INTEGRITY & ETHICS POLICY

SWF gives its customers the confidence that the Association's products/services meet the standard for them and that they may safely entrust their affiliations for processing and safe keeping. Employees at all levels are required to protect SWF's reputation for integrity.

The Association strives to maintain the highest standards of ethical conduct and corporate responsibility throughout the application of the following principles:

- Compliance with National/Regional Laws of the Game and regulations is required as a minimum standard
- Reputable business practices must be applied
- Conflicts of interest must be declared and appropriate arrangements made to ensure that those with a material interest are not involved in the decision making process
- Improper payments of any kind are prohibited, similarly no gift whose value is material and which may be interpreted as a form of inducement should be accepted by SWF employees
- Reporting of business performance should be undertaken in such a way that senior management is fully and properly informed concerning the business's true performance, risks and opportunities in a timely manner
- Ethical issues must be dealt with in an efficient and transparent manner. A positive contribution to society as a whole, and specifically to the communities in which we operate, must be ensured
- We must seek to influence our suppliers to operate to similar high standards as ourselves.

It is the responsibility of directors and senior management to ensure that all employees who directly or indirectly report to them are fully aware of SWF's policies and values in the conduct of the Association's businesses. It is also the responsibility of directors and senior management to lead by example and demonstrate the highest standards of integrity in carrying out their duties on behalf of the Association. These issues are further safeguarded through corporate governance processes and monitoring by the Board and sub-committees of the Board.

All employees have a duty to follow the principles set out by Scottish Women's Footballs Integrity and Ethics Policy.