

Outdoor Industries Association Ltd

Code of Conduct draft (for and between OIA members)

Introduction

The Outdoor Industries Association has a Code of Conduct which sets out the requirements on its members.

The Code establishes and maintains standards of behaviour for the Association and its members, to create high and consistent public trust in the visions, activities, views, conduct and actions of the Association and its individual members.

It also creates trust between members and with bodies, organisations and businesses outside of the Outdoor Industries Association.

The Code of Conduct has been approved by the Board of the Association, and will be reviewed and revised from time to time.

The Board is the final arbitrator in all matters relating to the Code of Conduct.

REPUTATION EXTERNALLY AND INTERNALLY

1. The OIA exists to promote the interests and reputation of the outdoor industries in the United Kingdom.
2. Members must therefore not act in any way that brings the outdoor industries and/or the OIA into disrepute.
3. Where a member believes that the actions of another member, or its own actions, have or are likely to bring the outdoor industries and/or the OIA into disrepute, they should report such actions to the Chief Executive of the OIA in writing. Where such actions are believed by the member to constitute criminal or quasi-criminal conduct (such as the breach of health and safety legislation or of competition law), members should report such actions to the police or the appropriate regulatory authority.
4. OIA members must honour with integrity their contractual and financial commitments with all suppliers and customers
5. OIA members and employees of the Association will act with integrity at all times and show respect for others. Members, or members representatives, must not act dishonestly, or in a bullying, threatening or discriminatory fashion, as spelt out in the Code of Practice.

CONFIDENTIALITY

6. OIA is committed to maintaining the highest level of integrity in all our dealings with members. To this end, OIA shall always endeavour to maintain commercial confidentiality and protect personal information received in the course of providing OIA services.

7. Members should also endeavour to maintain any commercial confidentiality and protect personal information received from OIA or in the course of their membership. Nothing in this paragraph obliges a member to act in a manner contrary to any law or legislation. In particular members must be aware of their obligations under competition law.

USE OF OIA LOGO

8. OIA grants a non-exclusive licence to members to use the OIA logo on websites and other forms of communication for the purposes of indicating membership of OIA. Members must only use the OIA logo to indicate membership and must observe any further directions given by OIA from time to time as to colours, size, manner and appearance, and, usage of the logo. It should not be used on products or to imply that a product meets legal or other standards.

CODES OF PRACTICE

9. Members shall conform to the rules of OIA and any guidelines set out by the OIA, including this Code.

COMPETITION POLICY

10. Members must take individual responsibility for complying with competition law and are advised to seek legal advice if they are unsure about the application of this Code or the Policy.

BREACHES OF CODE OF CONDUCT

11. Where breaches of this Code are brought to the attention of the Board, it shall consider what action should be taken in the interests of the OIA.

12. The Board may consider that no further action is to be taken, or, that further action is to be taken.

13. If the Board decides that further action is to be taken, it shall itself or by a sub-committee appointed by it investigate any allegation of a breach of this Code and

produce a document containing the allegation and the reasons why that allegation has been made. It shall provide this document to the member against whom the allegation has been made and give them an opportunity to respond with their own document.

14. The Board or its sub-committee will, upon receipt of the documents containing the allegation and the response to the allegation consider them both and reach a decision as to whether (i) any breach of this Code has been established, and, (ii) what action it should take in respect of any breach that has been made out.

15. The actions open to the Board or its sub-committee after deciding that a breach of the Code has been established are (i) no further action, (ii) a formal reprimand, (iii) a period of suspension from OIA, and, (iv) proposing a resolution resolving that the member be expelled on the ground that their continued membership is harmful to or is likely to become harmful to the interests of the OIA.

16. If the Board or its sub-committee propose a resolution that a member be expelled, the procedure for expulsion from the OIA set out in paragraph 8.4 of the Articles of Association of OIA shall then be followed.

17. OIA shall owe no duty of confidentiality to any party in respect of the decision to take any of these actions.