



Introduction

At GROW Radio ("we", "us", or "our"), we are committed to maintaining the highest standards of integrity, professionalism, and ethical conduct. This Code of Ethics and Conduct (the "Code") outlines the principles and standards of behaviour that we expect from our employees, contributors, and representatives in all aspects of their work, including interactions with listeners, guests, colleagues, business partners, and other stakeholders.

Scope

This Code applies to all employees, contributors, and representatives of GROW Radio, including full-time, part-time, temporary, and contract staff, as well as interns, volunteers, and other individuals acting on behalf of our organisation.

Ethical Principles

- **Honesty and Integrity:** We are committed to honesty, integrity, and fairness in all our activities and strive to be truthful, transparent, and accountable in our dealings with listeners, guests, colleagues, business partners, and other stakeholders.
- **Respect and Dignity:** We treat everyone with respect and dignity, and we value diversity, inclusion, and equal opportunity. We do not tolerate any form of discrimination, harassment, or bullying in our workplace or on our platforms.
- **Compliance with Laws and Regulations:** We comply with all applicable laws, regulations, and industry standards in the jurisdictions in which we operate, including copyright, privacy, and data protection laws, as well as broadcasting and advertising regulations.
- **Conflict of Interest:** We avoid situations that may create a conflict of interest, either real or perceived, and we disclose any potential conflicts to our supervisor or an appropriate authority within our organisation.

- **Confidentiality:** We protect the confidentiality of proprietary and sensitive information related to our organisation, our listeners, guests, and business partners, and we do not disclose such information without proper authorisation or as required by law.
- **Responsible Use of Resources:** We use GROW Radio's resources, including time, equipment, and funds, responsibly and efficiently, and we do not use these resources for personal gain or unauthorised purposes.
- **Professionalism:** We maintain a high level of professionalism in our work and strive to continuously improve our skills, knowledge, and performance.

Standards of Conduct

- **Workplace Behaviour:** We create a positive and respectful work environment, free from discrimination, harassment, and bullying. We support open communication, teamwork, and collaboration, and we encourage our colleagues to speak up and report any concerns or issues.
- **Communication:** We communicate clearly, accurately, and professionally with our listeners, guests, colleagues, and other stakeholders, both in our public statements and in our internal communications.
- **Social Media:** We adhere to our organisation's Social Media Policy and maintain a professional online presence that reflects positively on GROW Radio and our values.
- **Reporting Misconduct:** We report any actual or suspected violations of this Code, our policies, or applicable laws and regulations to our supervisor, the Human Resources department, or another appropriate authority within our organisation.
- **Cooperation with Investigations:** We cooperate fully with any internal or external investigations related to our organisation, our activities, or our compliance with this Code, our policies, or applicable laws and regulations.

Consequences of Non-Compliance

Failure to comply with this Code may result in disciplinary action, up to and including termination of employment or termination of any relationship with GROW Radio, depending on the nature and severity of the violation.

Changes to This Code of Ethics and Conduct

We may update this Code from time to time to reflect changes in our practices, industry standards, or legal requirements. When we make changes, we will update the effective date at the top of this document, and we encourage you to review the Code periodically to stay informed about our ethical principles and standards of conduct.

Contact Us

If you have any questions, concerns, or comments about this Code of Ethics and Conduct, please contact us at:

GROW Radio
Attn: Human Resources Department
7 Chapman Court
Bridge Street
Warwick
CV34 5DP
England
Email: gary@growradio.uk
Phone: 07866602507

We are committed to working with you to resolve any concerns or complaints you may have about our ethics and conduct practices. If you are not satisfied with our response, you may have the right to seek legal remedies under applicable laws and regulations.