

CODE OF CONDUCT

At Catalyst, we strive to create a welcoming and professional environment that fosters meaningful connections, collaboration, and growth for our members. To ensure the success of our group and maintain a high standard, we have established the following Code of Conduct. All members are expected to adhere to these principles:

Professionalism and Integrity:

- a. Members shall conduct themselves in a professional manner, treating others with respect, fairness, and honesty
- b. Members shall refrain from engaging in any discriminatory, harassing, or offensive behaviour, including but not limited to, actions based on race, ethnicity, gender, sexual orientation, religion, or disability.
- c. Members shall respect the confidentiality and privacy of other members, refraining from disclosing sensitive information without proper consent.

Collaboration and Support:

- a. Members shall actively participate in networking activities, fostering a spirit of collaboration and mutual support.
- b. Members shall listen attentively and respectfully to others' presentations, valuing diverse perspectives and experiences.
- c. Members shall provide constructive feedback and assistance to fellow members, whether publicly or privately, promoting growth and success within the group.

Reliability and Accountability:

- a. Members shall honour their commitments and obligations to the group, including attendance at meetings and timely responses to communication.
- b. Members shall communicate any changes in availability or potential conflicts that may affect their participation or commitments to meetings.
- c. Members shall strive for excellence in their professional endeavours, reflecting positively on themselves, their fellow members and the Catalyst group generally.

Ethical Business Practices:

- a. Members shall uphold high ethical standards in their business practices, complying with all industry norms, applicable laws and regulations.
- b. Members shall refrain from engaging in any deceptive, fraudulent, or unethical practices that could harm the reputation of Catalyst or its members.

- c. Members shall promote fair competition and support the growth and success of fellow members whenever possible.

Accountability and Conflict Resolution:

- a. Members shall address any concerns or disputes in a respectful and constructive manner, seeking resolution through open communication and dialogue.
- b. Members shall report any violations of this Code of Conduct or dispute with a fellow member to the chairperson, alternatively, a leader within Catalyst.
- c. Members shall accept and abide by the decisions and actions taken by the Catalyst's leadership in addressing reported violations or conflicts.

By joining Catalyst, I affirm that I have read, understood, and agree to abide by this Code of Conduct. I understand that any violation of this Code may result in appropriate action, including but not limited to warnings, suspension, or termination of my membership, at the discretion of the group's leadership.