

Smashing Times Code and Standard of Practice

Smashing Times share a common commitment through this statement of ethical practices to promote the highest possible standards of professional conduct.

We undertake the following:

- To abide by all applicable laws, statutory & voluntary codes and regulations including:
 - I. The Charities Act 2009
 - II. The Companies Act 2014
 - III. Data Protection Act 1998 & 2003
 - IV. Governance Code or equivalent (eg. The Irish Development NGOs Code of Corporate Governance)
 - V. Guidelines for Charitable Organisations Fundraising from the Public as issued by the Charities Regulator
 - VI. Charities Institute Ireland Fundraising Codes of Good Practice
- To maintain the highest levels of good governance, best practice fundraising, transparent financial reporting and support the development of these three industry standards.
- To provide a safe working environment for staff and volunteers.
- To present charitable services honestly without misrepresentation.
- To respect all intellectual property rights.
- To provide fair and responsive service to donors and beneficiaries in accordance to the organisation's charitable purpose.
- To refrain from discriminatory practices.
- To share knowledge, expertise and skills to advance the sector while respecting the confidentiality of donors, beneficiaries and associates.
- To promote and support diversity.
- To promote dignity and respect for all.

This Code of Conduct is a guideline and does not represent the entire scope of good conduct and ethical behaviour.