



# IPT Care Ltd

## Ethics Policy

At IPT Care Limited, we are committed to operating at the highest standards of ethical conduct. Accordingly, we have implemented a Code of Ethics which all employees, and our partner agencies, commit to upholding as part of all their Company business. The principles of this policy are outlined below:

For convenience we have used the term “we” to refer to IPT Care Ltd and also our associates and partners.

### **Legal Considerations**

We comply with all relevant legislation, statutory and non-statutory requirements and official guidance whilst providing services to our clients and candidates.

### **Honesty and Transparency**

We act honestly in dealings with all stakeholders. This includes fair representation of our positions, truthful advertising, and the provision of a comprehensive and full explanation of fees in advance of any client work being carried out.

### **Ethical International Recruitment**

We act in accordance with the NHS Employers Code of Practice for International Recruitment. We abide by all relevant legislation and provide all relevant information to job seekers and clients. No charges will be made by IPT Care Ltd or our associates to candidates for recruitment services rendered. All interactions with overseas job seekers are conducted observing the highest principles of integrity, professionalism and fairness.

### **Diversity**

We respect diversity and do not unfairly discriminate against people. The provision of our professional services is not affected by religion, race, gender reassignment, sex, sexual orientation, disability, age, identity, marital status or any other factors.

### **Compliance**

We have a range of safeguarding interventions in place to ensure that we operate with care and due diligence. Our processes are well-documented for accurate compliance tracking purposes, and data privacy is paramount to all we do.





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## Bribery

Bribery is understood to mean a financial or other incentive for action which is unethical, illegal, a breach of trust, or improper in any way. All forms of bribery are strictly prohibited. We do not give or offer any payment, hospitality, gift, or other benefit in expectation of a business advantage in return. We do not accept any offer from a third party that is known or suspected to have been given with the expectation that a business advantage will result. We do not give or any facilitation payments to government officials in any country to facilitate or speed up a routine or necessary procedure.



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