



## CODE OF CONDUCT

### **Nordic Chefs Association.**

NKF is an international association exposed to different nationalities and cultures, we deal with all kinds of people including minors and young adults. Some of us are chosen representatives, others are volunteers or engaged by us. We meet in Culinary-related and social situations, where some are admired, have positions which give them power or decision-making opportunities not to be abused.

These ethical guidelines are to be used as a guide for what is expected from each of us in the Nordic Chefs Association (NKF).

In the case of reception of a notification of unwanted or unacceptable conduct, the guidelines will be used as a definition of acceptable and unacceptable behavior.

### **Ethical guidelines for members, Board members and collaboration partners of NKF**

- NKFs members and collaboration partners must be ensured that our organization and our events are safe to attend.
- Everyone shall feel that they are taken care of and included in NKF.
- No one shall experience negative attention, neither physical nor psychologically.
- No one shall exert pressure nor be victim to dominating techniques or abuse of power in the hope to achieve personal or professional benefits whether it be from Members, representatives, or decision makers.
- Minimum 2 Board members will be designated receptor of complaints and will have the overview of actions defined as acceptable or not.
- Individual limits shall be respected.

### **Ethical guidelines for participants and leaders in Nordic events and competitions**

- Everyone, participants and leaders on Nordic events, country teams and boards are considered as role models. We always represent - in one way or another - the association. Therefore, it is extremely important to always behave in a dignified manner.
- We are the association's professional spearheads and bear therefore a large responsibility and are expected to act with high integrity.
- On NKFs events, on travel for the chef national Nordic teams, under international competitions it is expected that we behave respectfully towards the association, the collaboration partners, other participants, the Culinary, the uniform and our traditions and honors / awards.
- Excessive consumption of alcohol - even during activities that are not connected to our activities will not be tolerated.
- Use of narcotic substances that are prohibited by law or other forms of non-medical non-prescriptive drugs will not be tolerated
- We must obey the law and show respect for other people and for social conventions.



- When traveling abroad, the local laws and customs must be respected. In addition, we act as if Nordic law applies if there is no legislation in a certain area or in cases where the laws differ or are more lenient.
- Participants and members must exercise caution with political interference in matters that are controversial. We are public figures and the focus risks being drawn away from our actual business.

### Notification

- If you are experiencing or witnessing behavior that break the guidelines, it's your duty to notify as soon as you deem it necessary.
- The notice is processed directly to the President of NKF, who will take the case further with 2 other persons chosen from the board. Both sexes must be represented.
- If the notice applies to someone in the NKF board, the responsible/group elected to handle these cases must be notified.

### Treatment of notice

- The Receiver (president of NKF) of the notice must follow up on the notice and investigate if the action committed is of such character that the police must be notified. Assault of physical or sexual character shall always be notified to the police. All other actions that violate the actual countries law must be reported to the police, e.g. theft, violence, storage or use of any illegal doping and drugs, vandalism or driving while intoxicated.
- The sender of notice will always be anonymized, only the group that treats the notice need to know the identity: they will act under the confidentiality clause.
- The person being accused must also be informed that a notification has been received. Time and course of events must be rendered so the person who this concerns can give comment and present his / hers view on the event.

### Consequences

- Break on the national law will cause loss of any positions in NKF
- Exclusion must be considered of the person, on an individual case by case
- Loss of the badge of honor must be considered in applicable articles of the National association.

### Date and Signature of NKF Board

Kristine H. Hartviksen

Marcus Hallgren

Maria Petterson

Petri Selander

Dennis Rafn

Anders Heegaard

Thorir Erlingsson

Arni Por Arnorsson

Svein Magnus Gjonvik

Marrku Ojaja