



CODE OF CONDUCT

Nordic Chefs Association (NKF)

1. Purpose and Scope

The Nordic Chefs Association (NKF) brings together people from different countries, cultures, age groups and professional backgrounds.

This Code of Conduct applies to all persons participating in or representing NKF in connection with NKF activities, including but not limited to meetings, events, competitions and official travel.

This includes participants, team members, leaders, judges, elected representatives, board members and others acting on behalf of NKF.

2. Expected Conduct

Everyone covered by this Code of Conduct is expected to:

- Contribute to a safe, inclusive, respectful and professional environment.
- Treat others with dignity and respect.
- Respect personal, physical and professional boundaries.
- Refrain from harassment, discrimination, intimidation, threats or other inappropriate behavior.
- Never misuse a position of trust, authority or influence, or use pressure or manipulation for personal or professional advantage.

These examples are not exhaustive, and other conduct inconsistent with the principles of this Code may also be considered a breach.

3. Representing NKF

When participating in NKF activities, everyone shall act with dignity, integrity and respect for NKF, its member associations, partners, fellow participants and the culinary profession.

Official uniforms, traditions and awards shall be treated with respect.

Alcohol shall be consumed responsibly. Illegal drugs, doping substances and non-prescribed controlled substances are prohibited.

Applicable laws and regulations shall be respected at all times.

Persons representing NKF shall exercise appropriate care when making public statements that may affect the reputation, neutrality or interests of NKF. Spoke person is the President of NKF or chosen person.

4. Reporting Concerns

The NKF Board shall appoint a group of three persons responsible for receiving and handling reports under this Code of Conduct. The President of NKF shall normally be one of these persons and the primary point of contact. Diversity should be represented in the group, if possible. NKF board appoints the Groupe members

Anyone who experiences, witnesses or becomes aware of a possible breach of this Code of Conduct should report the matter without undue delay to the President of NKF.

If the President or another member of the group is involved in the matter, has a conflict of interest, or for other reasons cannot act impartially, that person shall not take part in handling the report. The NKF Board shall appoint a replacement where necessary.



5. Handling of Reports

Reports shall be handled fairly, promptly and confidentially.

The persons handling the report shall:

- Clarify the relevant facts.
- Safeguard the persons involved.
- Consider whether further action or referral to the appropriate authorities is required.
- Give the person who is the subject of the report a reasonable opportunity to respond before a decision is made.
- President informs the board about outcome of cases.

Information and identities connected to a report shall only be shared with those who need the information for proper handling of the matter, or where disclosure is required by law or competent authorities.

Where necessary to protect individuals, evidence or an investigation, information may be withheld until it is appropriate to disclose it.

6. Consequences

Breaches of this Code of Conduct may result in measures proportionate to the seriousness of the matter.

Measures may include a warning, removal from an activity, suspension from duties or positions, or exclusion from participation.

Matters concerning positions, membership, honours or awards within a national member association shall be handled in accordance with the rules of that association.

The president of the NKF Board informs the national association.

President of NKF

Marcus Hallgren

Swedish Chefs Association

Maria Pettersson

Danish Chefs Association

Thomas Riis

Norwegian Chefs association

Rita Slettum Karlsen

Finnish Chefs Association

Aarne Hietamäki

Iceland Chefs Association

Thorir Erlingsson