

## Interim Code of Conduct & Ethics

To remain in force until constitution is formally amended to reflect the same.

*Adopted at the AGM on 19.11.2025 as binding policy for the Board of Directors and Members.*

**1. Cooperative & Non-Profit Ethos:** All members, and especially Officers and Directors, shall uphold the cooperative, community-focused, and non-profit ethos of the group. This includes a commitment to volunteerism, the reinvestment of any surplus towards the Co-op's artistic and community goals, and an understanding that the primary purpose of the Co-op is not for the private financial gain of its members.

**2. Ethical Funding:** The Co-op shall not knowingly accept funding, sponsorship, or in-kind support from organisations whose primary activities conflict with our core values, including but not limited to those involved in fossil fuels, arms manufacturing, on BDS lists or practices deemed exploitative, illegal or environmentally destructive.

**3. Social Media & Communications:** All official Co-op communications and social media posts shall be directly related to our artistic aims and community. We prohibit unsolicited advertising, promotion of unrelated commercial ventures, and any content that is discriminatory, harassing, or contrary to the cooperative spirit.

**4. Dispute Resolution:** If a member believes an action or decision violates this Code, they shall raise it with the Board. The Board is empowered to investigate and resolve the issue, and their decision can be appealed to the general membership at a General Meeting.

*This Interim Code will remain in effect until superseded by a formal constitutional amendment or a revised policy.*