CODE OF CONDUCT AND PRACTICE POLICY

Your guide to the Society for Cosmetic Science Code of Conduct and Practice

The SCS is a non-profit organisation and has been in existence since 1948. **The Society operates with a dedicated Head Office and relies on volunteers** coming from the membership to undertake the work of its various committees.

SCS Members undertake to uphold the Constitution and rules of the Society and are expected to always act in a transparent and respectful manner with a high degree of integrity.

Our values are integral to the Society and underpin the way we conduct business internally and externally.

The Society is dedicated to promoting innovation in Cosmetic Science. We strive for excellence in our conduct, our leadership, our professionalism, our continued professional development, and knowledge base.

We recognise the importance of equality, inclusivity and diversity and we strive to build a community with a sense of understanding, support, respect and belonging.

SCS seeks to recruit and engage people with diverse backgrounds and experiences, reflecting the diversity that exists in our industry and membership. Diversity enriches the Society and our industry benefits from new perspectives and ideas within our sector.

We are firm in our stance against any form of discrimination including gender, ethnicity, nationality, age, sexual orientation, religious affiliation, or any physical disability. All members are expected to be proactive in engaging with our Code of Conduct.

CORE VALUES

Our core values are enshrined in our 5 years strategy and roadmap, published in 2021 to all members. They are:

PROGRESSIVE

COLLABORATIVE

RESPONSIBLE

This means that the Society is committed to operating to these principles and seeking always to improve our operations, professionalism and standards through continual review of our achievements against our published 5 year goals.

The key goals for our continuous improvement strategy in the three strategic objectives are:

PROGRESSIVE

- we will always operate to the highest standards of professionalism and excellence
- we will be passionate in all we do and in promoting science and best practice

- we will seek to support and drive innovation in the science and technology of our industry
- all our practices will seek to be sustainable
- we will be dynamic, evolving to meet future needs of our members

COLLABORATIVE

- we are a family, supporting and encouraging our members
- we are welcoming and inclusive to all, regardless of age, ethnicity, gender, religious views or any other factors
- we are creative in how we seek to collaborate and evolve to meet our members future needs

RESPONSIBLE

- we are committed to operating to the highest standards of confidentiality and accountability in all we do
- we are transparent and trustworthy

SCS Members, Volunteers, and Employees shall:

Inspire, Inform and Connect the Cosmetics and Allied Industries

- Respect the people with whom you connect and uphold the integrity and reputation of the profession and their membership organisation
- Conduct their business and personal affairs honestly and not engage with corrupt practice
- Exercise their professional skills and judgement to the best of their ability and discharge their professional responsibilities with integrity, serving as an example to others
- Have regard at all times to the public interest
- Do all in their power to ensure that their professional activities do not put the health and safety of others at risk
- When called upon to give a professional opinion, do so in an objective and professional manner
- Where relevant, undertake appropriate Continuing Professional Development (CPD) and be able to demonstrate this to others
- Further the interests of and maintain the dignity and welfare of their colleagues and their membership organisation
- To encourage education and research in cosmetics and related sciences

We have around 1000 members and are affiliated to the International Federation of Societies of Cosmetic Chemists (IFSCC). The main object of the Society is to advance the science of cosmetics. It does this by attracting membership among highly qualified individuals with both academic and industrial experience in the field of cosmetics and related sciences, as well as through its activities including publications, educational programmes and scientific meetings.

As a not-for-profit organisation we are governed by our SCS Council, the decision-making committee who are made up of 9 ordinary members of the Society and 5 Officers of the Society who are all elected by Full Members of the Society.

CODE OF CONDUCT FOR SCS EVENTS:

The SCS is committed to providing a friendly, safe and welcoming environment for all, regardless of age, gender, sexual orientation, disability, ethnicity, religion, or other factors. This code of conduct outlines our expectations for the behaviour of any individual participating in an SCS event.

We invite all sponsors, volunteers, speakers, attendees, media, exhibitors, and other participants and contractors to help us make SCS events a safe and positive experience for everyone.

We expect all event participants to abide by this code of conduct at all– venues and related social events.

EXPECTED BEHAVIOUR:

- Be considerate and respectful
- Refrain from demeaning, discriminatory, or harassing behaviour and speech
- Be mindful of your surroundings and of your fellow attendees. Alert SCS staff and/or event organisers if you notice a dangerous situation or someone in distress.

If a participant engages in unacceptable behaviour, the organisers may take any action they deem appropriate, up to and including expulsion from the event without warning or refund.

Website: www.scs.org.uk
Twitter: @SCS_Society
Facebook: Society for Cosmetic Science - UK
LinkedIn: Society for Cosmetic Science – SCS Members