

We, the directors of Holy Brook Meadows Community Interest Company (HBM CIC), have adopted this Policy in order to demonstrate our commitment to ensuring that the land itself, and all activities that take place there, are managed according to consistent and safe principles, for the benefit of the environment and of everyone who loves or will come to love Holy Brook Meadows.

Prioritising our beneficiaries

The decisions we make and the activities we undertake will prioritise the needs of the Meadows themselves. The interests and views of people who benefit in any way from an involvement with HBM CIC, or from spending time in the Meadows, will always play a part in our decision-making and actions.

How will we ensure this? We will follow professional land management advice; we will consult with our subscribers and people who attend camps and events, and we will take beneficiary views into consideration within our formal decision-making processes.

Behaving with integrity

We will treat everyone with honesty and respect, valuing individual difference and respecting personal dignity and privacy.

We will conduct our business legally and in accordance with our Articles of Association.

HBM CIC will at all times seek to protect the environment and promote sustainable practice in all that it does or employs others to do.

How will we ensure this? We will challenge and investigate any apparent failures, and we may choose not to work with particular individuals or organisations.

Our management and development of Holy Brook Meadows and its flora and fauna will be informed by input from experts and will conform with best practice towards environmental protection and sustainable improvement of its biodiversity.

Our commitment to Openness

We will foster a culture of openness and transparency, sharing information about how we work, our policies and our current priorities.

How will we ensure this? We will communicate with beneficiaries through appropriate methods, to inform, consult on and discuss the management and activities of HBM CIC.

Everyone's right to be safe

We are committed to creating and maintaining a safe environment for all people, interactions and activities associated with HBM CIC.

We will not tolerate inappropriate, discriminatory, offensive or harmful physical, sexual or emotional behaviour towards any person.

How will we ensure this?

We will follow our separate **Safeguarding Policy**.

We will be vigilant and will listen without prejudice to declarations or observations of any of the above unacceptable behaviours.

Within our Safeguarding Policy, we will designate (a) named person(s) to whom claims of abuse of trust, bullying or harassment, or safeguarding concerns can be addressed.

Our expectation of others

We expect any individual or group which uses Holy Brook Meadows to be committed to our principles of Integrity, Openness and Safety.

We will ask them to share with us their own Ethics Policy (or its equivalent) and Safeguarding Policy and the arrangements they will have in place during their time at HBM.

We may decide not to offer HBM and its facilities to a group which cannot demonstrate a commitment to comparable values.