

Code of Conduct and Ethics

Objectives

At Realise Change, we drive client success with a greater social purpose lens. Protecting the interests of our stakeholders is a fundamental objective, and we set a high standard of ethical conduct in all that we do.

This Code of Conduct and Ethics outlines the behaviours and practices that reflect who we are as a purpose-driven, B Corp-aligned consultancy. It serves as a guide for the minimum standards we expect from ourselves, our collaborators, and our partners.

While not exhaustive, this Code provides a clear framework to help us act with integrity, inclusivity, and accountability as we empower bold leaders to transform business into a regenerative force for people and planet.

Who this applies to

This Code applies to everyone who works with or represents Realise Change in any form, including employees, contractors, associates, volunteers, and agency workers.

We also expect our suppliers, clients, and strategic partners to be familiar with and adhere to these standards when working with or on behalf of Realise Change.

Guiding Values

Our work and decisions are guided by the following values:

- **Integrity and Transparency:** We act honestly and openly, ensuring trust is the foundation of every relationship.
- **Respect and Dignity:** We treat every person with fairness, compassion, and professionalism.
- **Collaboration and Equity:** We create space for diverse voices and ensure opportunities are accessible and inclusive.
- **Purpose and Regeneration:** We make decisions that strengthen people, communities, and the natural environment.

Compliance with the Code

Everyone covered by this Code is expected to read, understand, and comply with its contents.

If there is any doubt about what is expected, individuals are encouraged to ask questions or raise concerns. There are no “wrong” questions.

Breaches of this Code - including unethical, illegal, or dishonest conduct - will be taken seriously. Corrective actions may include ending a contract or working relationship. With suppliers and partners, failure to act consistently with this Code may result in a review and potential termination of the relationship.

Ethical Conduct

Compliance with all laws

Realise Change and its representatives will not engage in any form of illegal activity. Anyone who feels they may be in a legally or ethically compromised position must remove themselves from the situation and immediately raise the concern with leadership.

Conflicts of Interest

We avoid situations where personal, financial, or professional interests could interfere with our judgment, integrity, or responsibilities. Any potential conflict of interest must be disclosed promptly.

Confidentiality and Data Protection

We respect the confidentiality of all clients, collaborators, and stakeholders. Sensitive information will only be shared when authorised and necessary, and always handled with the highest level of care.

Fair and equitable relationships

Realise Change actively encourages equity, diversity, and inclusion across its networks, relationships, and operations. We openly stand against all forms of racism, oppression, and systemic inequities.

We are committed to continuous learning, recognising our own biases, and reorienting them as we listen to and learn from underrepresented and marginalised groups.

Workplace respect, safety and well-being

We are committed to a healthy work environment built on mutual respect and professional conduct. Discrimination, harassment, or violence of any kind will not be tolerated.

Harassment and violence are defined as any action, conduct, or comment, including of a sexual nature that can reasonably be expected to cause offence, humiliation, or physical or psychological harm.



Anyone who experiences or witnesses' discrimination, harassment, or violence is strongly encouraged to speak up, whether by addressing the situation directly (if safe and appropriate) or by reporting it to leadership. Reports will be handled confidentially, with no fear of retaliation.

Whistleblowing and Reporting

We encourage anyone to raise concerns about unethical or inappropriate conduct without fear of negative consequences. Concerns can be raised confidentially with us at info@realisechange.ca and will be reviewed promptly and fairly.