



# **FIDI Future**

## **Mentor Code of Ethics**

The purpose of the FIDI 39 Club is to provide a platform to overcome generational hierarchies, facilitate networking opportunities to help build trust and lifelong business relationships and friendships, and to provide a toolbox to navigate and drive the moving industry forward.

The goal of the mentorship program is to provide a neutral environment for the young professionals of our industry to receive coaching and guidance from experienced members of the FIDI community outside of their individual companies. It is therefore important that those participating in the mentorship program observe the basic tenets of responsible behaviour as outlined below.

A mentor shall:

1. Respect GDPR regulations and FIDI's privacy policy.
2. Not record, dictate or transcribe session content without written approval.
3. Adhere to FIDI compliance requirements.
4. Comply with both the spirit and the letter of all FIDI's rules, regulations and business norms.
5. Support the FIDI vision, mission and actions of the FIDI organization and its governance as a whole.
6. Treat all personal, professional, or other details of mentees as confidential and not use them for commercial or business purposes.
7. Not engage directly or indirectly in recruitment activities with other mentors or mentees, nor use the F39C mentorship program as a platform for hiring staff.
8. Not make unhelpful comments or derogatory remarks about colleagues or competitors in front of mentees.
9. Not discriminate in any way in terms of race, gender, disability, nationality and/or sexual orientation.
10. Maintain industry expertise and knowledge to the highest available levels.
11. Behave in an impartial manner at all times and not use the mentorship program as a platform for personal or professional marketing.
12. Report any potential conflicts to the Association and exercise discretion on any information that they are privileged to.
13. Understands that situations such as non-compliance with FIDI's Anti-Trust & Anti-Bribery policies, appearing on the FASI list as a "frequent offender", or leaving employment at a FIDI Affiliate, will result in an immediate review, leading to possible expulsion from the program.