

BMJ

Code of Conduct



Working together
for a healthier world

About our Code of Conduct

Our Code of Conduct defines how our employees and contractors should conduct themselves as representatives of BMJ and addresses our responsibilities to the Company, to each other, our customers and users. It serves as a foundation for our Company policies, procedures and guidelines, all of which provide additional guidance on expected behaviours.

We all must follow the law, act with integrity and honesty in all matters, and be accountable for our actions.

Our Values

01

Proud of our People

Our people are motivated to achieve our vision.
We develop talent and celebrate success.

02

Independent, courageous and unbiased

Improving healthcare requires independent and unbiased information, even if this means challenging perceived wisdom.

03

Patient-centred and customer-focused

Patients, customers and users are at the heart of everything we do.

04

Evidence-based

The best decisions depend on the best evidence.

05

Transparent, open and trusted

We create trust by being transparent and open.

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A message from our CEO



Chris Jones

From the publication of our first edition in 1840, BMJ has grown into a values-driven company working towards a vision for a 'healthier world'.

Our vision and values define who we are and how we behave. They help guide how we interact with our customers, partners, and one another.

We are very proud of our heritage and trusted reputation. Protecting our reputation is a responsibility we all share. So it's important that we all understand and adhere to our Code of Conduct. This extends to raising a concern about others' behaviours. Anyone raising

a concern should and can do so without fear of retaliation or consequence. You can raise an issue in a number of ways: with your manager, your HR Business Partner, the Legal team, or confidentially via the SpeakUp Helpline.

By upholding the Code of Conduct, and living up to the standards it sets out, we will ensure that BMJ continues to be a valued and trusted global brand and a place where we are all proud to work.

A message from our HR Director



Stacey Lambert

At BMJ we believe that our people are our most valuable asset and it's the diverse set of skills, personalities and experiences that continue to make BMJ such a great place to work.

Our Code of Conduct is important as it serves as a clear guide and reminder of how we should all work together. It empowers us to make choices in doing the right thing. It also helps us to be conscious of our actions, words and behaviours and mindful of the impact on our working environment.

As BMJ HR Director, I am very pleased to be both the Executive Sponsor for our Code of Conduct and advocate for everything it stands for. I fundamentally believe

that we all have personal responsibility for ensuring the spirit of the Code is followed and that we continue to live our BMJ values.

Together we strive for both a healthier world and a healthy working environment – one that is safe, fulfilling and engaging.

Thank you for your help in making BMJ such a great place to work.



How we work together

Why do we have values?

The BMJ values are more than just an aspiration. They are evident in the work we do every day and are integrated in our business strategy decisions and processes. We have a steadfast commitment to applying them to everything we do and every decision we make. Our values align with our competencies and underpin our Code of Conduct at BMJ.

The BMJ values give us the focus and direction we need so that we can deliver solutions that improve health outcomes and help us to achieve our vision of a healthier world.

How to use our Code

Our Code of Conduct ("Code") is intended to help us apply our values so as to achieve consistent standards of conduct globally. It provides guidance on what is expected of each of us as we work to reach our business goals and contribute to making BMJ a great place to work.

The Code is not designed to cover every possible situation: we continue to rely on one another to use good judgment and to speak up whenever we have questions or concerns. There is more information on who you can speak to in the section "Who can I speak to?"

Where appropriate, we have identified in the Code where named BMJ policies may be applicable. Global and local policies on topics that are not covered by the Code can be found on Hive.

Who the Code applies to

Our Code applies to all BMJ employees and members of BMJ Board.

Contractors (including service providers and employees of third parties such as temporary employment agencies) can have a direct impact on our reputation through their behaviour. For this reason, we expect contractors and all other third-parties to meet the same high standards as our employees and to abide by the code when working with BMJ.

KEY POINTS

Does this Code apply to everyone in BMJ?

Yes. Every employee of BMJ, regardless of their level or position must comply with this Code. Leaders of the company also have a special duty and responsibility to be role models for our values and are held to the highest standards of conduct. We also expect third parties and contractors to act in line with this Code.

What is expected from BMJ?

BMJ will:

- Provide a safe and secure environment;
- Ensure that relevant legislation is met through its policies and procedures;
- Provide an inclusive workplace, where everyone has the right to carry out their work free from all forms of harassment/bullying.

What is expected of BMJ employees?

Employees must always meet the highest standards of honesty, integrity, ethical conduct and are expected to:

- Act in a professional, honest, and ethical manner;
- Promptly report concerns about possible violations of laws, regulations, this Code, and other BMJ policies to their manager or any of the teams mentioned in this Code. The manager should then liaise with HR, Legal or Risk departments to take action under the appropriate policy or process;
- Cooperate and tell the truth when responding to an investigation or audit and never alter or destroy records when an investigation is anticipated or ongoing;
- Review the Code regularly, and periodically acknowledge and commit to complying with it;
- Be mindful that reporting any concerns should not result in victimisation of the individual raising a concern;
- Remember that no reason, including the desire to meet company or personal goals, should ever be an excuse for violating laws, regulations, the Code, or company policies.

Additional responsibilities of people managers

If you are a people manager, you should:

- Talk to your team and colleagues about how the Code and BMJ's policies apply to their daily work and listen to their concerns and questions;
- Create an environment where everyone feels comfortable asking questions and reporting potential violations of the Code and BMJ's policies;

- In the event that a colleague approaches you with a report of a suspected violation, make sure you understand the issue and the circumstances under which it occurred and take responsibility to ensure that the issue is properly escalated and addressed;
- Never encourage someone to violate the law, regulations, the Code, or BMJ policies even in an attempt to meet business or personal goals;
- Never encourage anyone to do something improper that you would not do yourself or that you believe is unethical;
- Not deal with or investigate possible violations on your own. You should contact HR, our CEOs or, if you wish to remain anonymous, our whistleblowing facility, Speak Up. Further information can be found in section 5.3 of our **Whistle Blowing policy**;
- Address any matters in relation to the performance of a team member, by referring to guidance set out in the BMJ **Performance and Capability Policy** and the BMJ Competencies. This Code should not diminish a manager's right to manage performance, but should complement the frameworks and policies that apply to performance management.

The **BMJ Competency Framework** is set out to reflect the way in which employees should behave when undertaking their role on a day-to-day basis, and to complement the BMJ values. They are used to measure performance and to help the company in succession planning. This Code complements the competencies.

CASE STUDY

I'm a manager and I'm not clear what I should do if someone comes to me with a potential breach of the Code and what if it involves a senior leader?

No matter whom the allegation involves, it is important that appropriate people are informed so that the situation can be resolved. Use any of the avenues for asking questions and reporting concerns that are listed in the Code. If, for any reason, you are uncomfortable making a report to a particular person, you can report the allegation using the processes set out in this document under "Who can I speak to."

Who can I speak to?

If you have questions or concerns about something that seems to be in conflict with the law, regulations, the Code or company policies, then you have several options. You may not be sure if what you have witnessed is considered a breach of the rules, or you may have proof of misdeed. Either way it's important for you to speak to someone below, either informally or formally. BMJ is committed to the code of conduct and your concerns will be taken seriously.

- Contact your manager. Be as specific and detailed as possible so they understand your question or your concerns;
- Contact your Human Resources representative;
- Contact the BMJ HR Director, in line with other policies, including Anti Bribery and Corruption, Bullying and Harassment and Grievance;
- Contact the BMJ CEO(s).
- Contact the BMJ Legal Department;
- Contact the Speak Up Helpline. Freephone

numbers are documented in our **Whistle Blowing policy** and available for the UK, India, Americas, China, Singapore and Australia teams/offices.

- Contact your Union Representative if applicable.

Non-retaliation

Any employee raising a report in relation to the Code, should not experience any form of retaliation or victimisation as a result. If you believe that any of your colleagues or you personally have experienced this, then you should report this as set out in the "Who can I speak to?" section.

CASE STUDY

I have made a complaint about a senior member of staff under the grievance procedure as advised by the Code of Conduct. I am nervous about working with them moving forward.

If you bring a complaint you have a right not to be victimised for doing so. Where an investigation needs to take place the company will make the appropriate steps to manage relationships which may involve the individuals not working closely with one another whilst an investigation is undertaken. Where the outcome of an investigation leads to actions being taken or wrongdoing being found to have taken place, then the company will work on ensuring any appropriate punitive steps are taken and in the event individuals will need to continue to work together then support will be given which may include mediation, training and changing reporting lines.

Guidelines for ethical decision making

You may find yourself in a situation in which you are uncertain what to do. In such a situation the following questions may help:

- Is it consistent with BMJ's values?
- Would you be comfortable reading about it in the media?
- Would it harm BMJ's reputation or yours?
- Does it seem ethical to you and to those whose opinion you respect?
- Could the decision be improper to a customer in any way?
- Is it legal and consistent with our policies and Code of Conduct?

If you are unsure please seek further guidance before taking action by contacting our colleagues and partners as mentioned above.

CASE STUDY

If I observe misconduct in an area outside of my responsibilities, what should I do?

All BMJ employees have a responsibility to help the company address misconduct. In many cases, the best approach is to talk first with the manager who oversees the area where the problem occurs. But if this doesn't work, isn't feasible, or you are in doubt about the best approach, you should report it as set out in "Who can I speak to."

Safeguarding

There may be times when employees will interact with children or adults at risk as part of their work for BMJ. Our **Safeguarding Policy** sets out the overarching principles that guides our approach.

BMJ believes that all children and adults at risk have a right to protection from abuse of any kind, regardless of gender, race or ethnicity, religion or beliefs, disability, sexual orientation or age. Everyone at BMJ has a responsibility to promote and prioritise their safety and wellbeing.

Co-worker relationships

It is acknowledged that from time to time close personal relationships are formed at work. In the majority of cases, this is unlikely to give rise to any issues. But depending on the work roles and respective positions of the co-workers involved, it can create an actual or apparent conflict of interest. Should this situation arise, or if you are unsure whether you need to take any action, please speak to either your manager or a member of the HR team who will be able to advise you on appropriate next steps. This allows those impacted to establish the nature of the relationship and discuss appropriate solutions and a way forward.



All BMJ employees have a responsibility to help the company address misconduct.



Respect and dignity at work

Diversity and inclusion

In line with the **BMJ Diversity and Equal Opportunities Policy**, we believe that allowing our employees to harness their skills, perspectives and backgrounds is the best way to fulfil our mission to achieve a healthier world. This is why we are committed to ensuring that diversity and inclusion is embedded into everything that we do. We strive to foster a work environment that is inclusive and diverse, where we reflect our customers, and where employees can come to work and be themselves.

We do not discriminate on the basis of gender, race, nationality, religion, age, disability, gender identity or reassignment, sexual orientation or any other characteristics or categories protected by specific BMJ policies or any applicable laws.

Company and individual responsibilities:

- To treat everyone with respect.
- To encourage and listen to those who speak up, and create a culture where others feel valued and understood.
- Not to undertake actions that violate a colleague's or customer's dignity or create an intimidating, hostile, degrading, humiliating or offensive environment for them.
- Ensure that, in recruitment and selection practices, individuals are assessed based on performance, qualifications, abilities and potential only.
- Respect employee's privacy, dignity and life outside of work.
- Abide by BMJ policies regarding diversity, inclusion and workplace conduct.

Harassment-free workplace

In line with the company **Bullying and Harassment Policy** BMJ does not tolerate intimidation or harassment in any form towards any individual. Where a matter cannot be resolved informally then the individual has the option to follow the **Grievance Policy**.

Company and individual responsibilities:

- To maintain a work environment that is professional and free from harassment.
- Where possible, and where you believe you can do so safely, to raise with any person the impact of their actions or language.
- To report to your manager or a member of HR if you have witnessed any inappropriate actions or language. The company will look to follow the grievance policy in such situations, will provide support and will look to manage processes as fairly and sensitively as possible. The company will take seriously any allegations of bullying and harassment, following the grievance procedure, and where appropriate the disciplinary process.
- Not to distribute or display obscene or discriminatory material including written, recorded or electronically transmitted messages (including email, instant messages or other social media and content from the internet.)

Guidelines for an inclusive and harassment-free Workplace – calling it out

At times it can feel difficult to assess whether an action or behaviour is appropriate. Alternatively, an individual may not be aware of the impact of their behaviour on those that it is directed towards or those who are impacted by it.

At the same time as considering our Guidelines for Ethical Decision Making (see section above), it is worth considering the impact that the behaviour or action of another person may have on you. If it makes you feel anxious, humiliated, frightened, angry or frustrated, it may be in breach of our code and policies. In such cases BMJ encourages employees to try and address this with the person, but where they do not feel able to, to raise the issue with their manager or HR. It is important to remember that all workers are protected from sexual harassment and other types of discrimination from both an employment law and criminal law perspective, depending on the circumstances involved. BMJ takes any allegations very seriously and will take appropriate steps to manage them in line with our internal policies and ensure our rules on non retaliation are adhered to.

Health and safety

A safe and healthy working environment is important to the long term sustainable growth of BMJ and meets our legal obligations. We are committed to protecting the health, safety and welfare of all our employees and anyone who comes into contact with our operations globally.

All employees are expected to understand and follow our health and safety policies and procedures.

Dress code

BMJ does not operate a formal dress code. Our concern is ensuring that employees are dressed appropriately for the situation in which they are working. However, some departments may have informal rules depending on what works best for their particular type of business, so it's always best to check and adhere to any guidance given. We also respect and permit grooming styles, clothing and accessories that are dictated by religious beliefs, ethnicity or disability.

CASE STUDIES

While on a business trip, a colleague of mine repeatedly asked me out for drinks and made comments about my appearance that made me uncomfortable. I asked him to stop, but he wouldn't. We weren't in the office and it was "out of hours." What do I do if this happens again?

This type of conduct is not acceptable, whether or not it takes place in BMJ's offices. Be firm, and tell your colleague such actions are not okay and must be stopped. You should also report the problem to your manager and your HR Business Partner.

I am a line manager and at a recent meeting with one of my team members, I spoke to them about their performance in their role. I explained they would be put on an informal improvement plan and they would need to improve, otherwise we would move to a formal plan that could end in dismissal. They became upset and said I had breached the code of conduct and our policy on harassment. Have I done something wrong?

Our policy on bullying and harassment is not intended to prohibit managers from providing clear performance guidance. For example, a statement such as "unless your performance improves, your employment may be terminated" is not considered "bullying" or "harassment". However, there are instances where team members feel managers may be deemed to have crossed a line. If you have questions or concerns, you should contact your HR Business Partner.



How we do business

Business ethics

All employees should read and be familiar with our **Business Ethics policy**. For the avoidance of any doubt regarding the propriety of any activity employees should consult their line manager or the appropriate Executive Committee member, in particular, when:

- They have any personal interest which might affect, could be seen to affect, or leave them open to allegations that this could affect, their impartiality;
- Any doubt exists about the appropriateness of any expenditure;
- Any business practice might reasonably be deemed improper and in breach of the Anti-Bribery and Corruption Policy for BMJ.

Company and individual responsibilities:

- Use BMJ resources and property for BMJ business only.
- Follow the letter and spirit of:
 - the law;
 - any guidance from appropriate professional institutions or bodies;
 - good business practice;
 - any contractual obligations



As set out in the Anti-Bribery and Corruption Policy, BMJ has a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

Anti-bribery and corruption

As set out in the **Anti-Bribery and Corruption Policy**, BMJ has a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all our business dealings and relationships, wherever we operate. This policy fits with BMJ values of being transparent, open and trusted, and independent, courageous and unbiased.

BMJ's Board and Executive Committee are committed to implementing and enforcing effective systems throughout BMJ to prevent, monitor and eliminate bribery, in accordance with the Bribery Act 2010.

Company and individual responsibilities:

- To neither offer or accept bribes or any other kind of improper payment.
- To keep accurate records so that payments are honestly described and to ensure the company is not funding unlawful behaviour.

In addition, any gifts over the value of £50 that are received (with the permission of the Head of Department) or declined must be recorded on the division or department register of gifts and hospitality in line with the company Business Ethics Policy.

Travel and expenses

Employees are expected to exercise prudence in making decisions relating to business travel and to adhere to the **Staff Travel and Expenses Policy**.

CASE STUDY

A business partner invited me to attend a sporting event with him and sit in his firm's suite. Is it acceptable for me to go?

Attending an event with a business partner may be an appropriate business courtesy, as long as doing so is consistent with BMJ's Anti-Bribery and Corruption Policy, and the value of the tickets is reasonable. In this case, the tickets include access to a firm's suite and are likely to have a high monetary value. You should discuss the matter with your manager and seek pre-approval. Also remember that if the tickets were for your personal use and the business partner was not attending the event with you, the tickets would be considered an unacceptable gift since there would be no business purpose for you to attend the event.

Protecting our information and assets

Privacy, personal information and proper use of information technology

Information is a vitally important corporate asset which must be protected against risks that would threaten its confidentiality, integrity or availability. Protecting BMJ networks, systems and information is more than a legal and moral duty; it is a matter of trust. The value of information should be assessed in a uniform way across BMJ so that we all know the controls to be used to protect it at all times.

Company and individual responsibilities:

It's everyone's job to ensure that all the information we create, receive, process, hold and send out is protected appropriately at all times. If something happens to our data it must be reported as quickly as possible.

The Information Governance Steering Group sets the policies and processes so that you can do the right thing. It is everyone's responsibility to follow the **policies** listed below.

Cloud Computing Policy

Using Cloud based services can put BMJ data at risk. This policy outlines how BMJ wants to minimise those risks.

Data Protection Policy

This policy outlines BMJ's approach to complying with applicable data protection legislation and who in BMJ is responsible for what.

Document and Record Retention Policy

Legislation demands that we understand our data, identify how long we are to keep it for, record those decisions and abide by them. This policy outlines BMJ's approach to complying with this legislation.

Information Classification Policy

This policy documents how to categorise the different types of information used in BMJ and how it should be protected at a high level.

Information Governance Policy

A high level policy statement explaining how BMJ will ensure that it complies with applicable legislation.

Information Security Policy

This policy identifies the core requirements and responsibilities surrounding keeping BMJ information assets secure.

IT Acceptable Use Policy

A detailed policy which clearly details how BMJ people should access and use the IT facilities provided by BMJ.

Password Policy

Passwords are one of the primary tools used to protect BMJ systems, computing assets and information. This policy outlines the golden rules around their use.

CASE STUDY

A report I found on the photocopier contains a lot of confidential information that I should not have access to. I do not want to get anyone into trouble, but I do not think it is right that this kind of information is left for all to see. What should I do?

You should return the report to the relevant team/representative in confidence straight away, and report your discovery and actions to the Data Protection Lead. Protecting confidentiality and privacy is the responsibility of each employee.

Whoever left the papers in the copier will be reminded and potentially retrained on their duty to protect the confidentiality of others.



Immediately report the loss of any misplaced confidential information.

Confidential and business sensitive information

The unauthorised release of confidential information can cause us to lose a critical competitive advantage, cause reputational harm to BMJ, and damage our relationships with customers and others. Each of us must be vigilant and safeguard our confidential information as well as confidential information that is entrusted to us by others.

Company and individual responsibilities:

- As set out in our Business Ethics policy, employees should not use any confidential information received in the course of business, whether technical, commercial, financial or other, for personal gain or against the legitimate interests of BMJ, or pass it on to others who might use it in this way. Employees should also ensure that any information they provide is true, fair and not designed to mislead.
- Employees should maintain a “clean-desk”, particularly in open-office environments and always safeguard confidential or other valuable company materials in work areas.
- Never discuss confidential information when others might be able to overhear what is being said, for example, on planes or in elevators or when using mobile phones, and be careful not to send confidential information to unattended fax machines or printers.
- Immediately report the loss of any misplaced confidential information.

Communicating with the public

It's essential that our public communications are clear, consistent, and accurate. As set out in our Business Ethics policy, employees wishing to communicate with the media on any BMJ matter should obtain advance permission from their line manager and BMJ's PR Manager who is responsible for managing media issues on behalf of BMJ.

Social media is a catch-all term that covers networks, communication channels, conversation, interaction and media that is shared online. These now play an important part in daily and business life as they help us to engage with our customers, shape conversations and amplify our content. All employees are expected to comply with our Social Media policy at all times, in order to protect the privacy, confidentiality, and interests of BMJ and our services, employees, partners, customers, and competitors.

Company and individual responsibilities:

- As set out in our IT Acceptable Use policy, social media and messaging apps can blur the boundaries between personal and professional internet use, and are a critical part of BMJ's communication portfolio. Even if you post/share in a purely personal capacity, it is very easy for others to determine the link between professional and personal personas. Therefore when using social media, never give the impression that you are speaking on behalf of BMJ unless you are authorised to do so. You should disclose that you are an employee and, make it clear that your views are yours alone.

- All users of social media should follow the same principles expected in other behaviours at work and outlined in this Code. In particular, remember that any harassment, bullying, discrimination, or retaliation that would not be permissible in the workplace is not permissible online.

Tone of voice

Our tone of voice is the personality and attitude of BMJ. It helps define us and bring our brand values to life. It does this by creating consistency which makes our voice recognisable.

Our four most powerful personality traits have steered the thinking behind our tone of voice.

- **Confident.** We believe in ourselves as pioneering experts within our profession. Evidence matters to us so we back up our claims with data and use Plain English to communicate.
- **Empowering.** We're here to motivate, support and enable, so the words we choose to use are clear and accessible for everyone.
- **Succinct.** We know our users and customers are busy so we speak briefly, directly and clearly. We tell them what they need to know within the first two sentences.
- **Trustworthy.** We are honest, authentic and credible. We know who we are writing for and meet our audience's specific needs with thoughtful, relevant information that is correct in every detail.



Being a good corporate citizen

Corporate social responsibility

As a values-driven company and global brand, we believe that a commitment to the principles of corporate social responsibility not only makes good business sense but also compliments our core vision of doing what we can to create a 'healthier world'. We are committed to challenging ourselves to ensure we are exceeding our legal, moral and corporate obligations and that our corporate social responsibility vision provides long-term benefits for our customers and suppliers, local and wider communities, our employees, and the environment, based on the following key areas:

- Fundraising;
- Community engagement;
- Environmental stewardship.

Company and individual responsibilities:

All our employees are expected to give their full cooperation to the agreed principles in their activities at work.

Working with our chosen charities

At BMJ we have a dedicated team who volunteer their time and expertise to support our charitable work. BMJ4Life is responsible for organising fundraising events, social activities, increasing awareness about our charities and is the main point of contact for our employees and charities.

Our employees are involved in choosing charities they would like to support and are then encouraged to take part in not only raising money, but also volunteering their time, skills and expertise to the charity.

Our commitment to our charities is further recognised by our pledge to match the funds raised by our employees throughout the year.



We are committed to challenging ourselves to ensure we are exceeding our legal, moral and corporate obligations.

Volunteering

The most significant contribution we make to society is by providing clinical information, education, clinical decision support and events to enhance day to day decision-making and healthcare delivery in order to achieve our vision of a healthier world.

At BMJ we also recognise that being able to engage in charitable work is something that our employees value highly, so we actively encourage our employees to take two volunteering days each year to support a registered charity close to their heart. As a business we also work with students from disadvantaged backgrounds to provide work experience and mentoring opportunities.



We aim to reduce our reliance on single use plastic by providing our employees with sustainable options and educating employees on making 'greener' choices.

Environmental stewardship

Creating a healthier world is at the heart of everything we do. However, we acknowledge that our work has a potential impact on the environment. We therefore have a duty to ensure we proactively manage all these impacts in a responsible and ethical manner.

We are proud of our efforts to provide a 'green' working environment by promoting good sustainability practice, reducing the environmental impacts of all our activities and working with our clients and partners to do the same. We aim to reduce our reliance on single use plastic by providing our employees with sustainable options and educating employees on making 'greener' choices. With the ongoing work of our BMA/BMJ Health and Sustainability group and the support of our Environmental Champions, our Environmental and Sustainability agenda, **Environmental policy** and **Use of Plastics Policy** set out to have a positive impact on the world in which we live.

Company and individual responsibilities:

- At a minimum, we comply with the relevant environmental laws and regulations applicable in each country in which we operate.
- We take account of environmental responsibility as a factor in business decision making, and always consider the environment when making purchasing decisions.

Resources at a glance

Topic	Who to Contact
Code of Conduct For questions, concerns, to report violations of, or for guidance on, our Code.	Caroline Cook, Senior HR Business Partner, ccook@bmj.com Elizabeth Fletcher, HR Business Partner, efletcher@bmj.com
Anti-bribery & Corruption Includes gift, hospitality & travel gifting/sponsorships requests/charitable donations requests	Michael Killeen, Group Risk Manager, mkilleen@bmj.com
Corporate Social Responsibility	For environmental queries, please contact a member of the BMJ Green Team (Stacey Lambert or Vimal Patel) For charity queries, please contact a member of the BMJ4Life Team (Rebecca Simmons, Ruth Staunton, Alan Thomas, Beth Wilkes and Josie Breen)
Data Privacy	dataprotectionofficer@bmj.com
Health & Safety	vpatel@bmj.com
Media Inquiries Includes social media on our behalf and communicating with the public	mediarelations@bmj.com socialmedia@bmj.com
Safeguarding & Protection	safeguardingofficer@bmj.com



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