



## CODE OF ETHICS

This code applies to all participants of the Polish Open Championship in Hairdressing and Professional Make-up, i.e. members of the jury, members of the Inspection Commission, representatives of the National Hairdressing and Cosmetic Committee of the Polish Craft Association (OKF-K ZRP) and contestants.

### 1. Dignity.

Dignity of all persons involved in any capacity in the Polish Championships should be preserved and guaranteed. Any form of cheating will not be tolerated. The principles of fair play apply to all contestants and members of all committees.

### 2. Proper behaviour.

All participants of the Polish Championships are obliged to take care of the good name of the OKF-K ZRP. They must refrain from harassing or causing any form of psychological harm to other participants.

### 3. Honesty.

- a) All participants of the Polish Championships must follow the highest standards of integrity. In representing the OKF-K ZRP they must be impartial and refrain from the protection of certain interests of their own environment. Any form of favouritism is excluded. All participants and selected members of the Jury and the Inspection Commission with decision-making powers must respect the following rules relating to **conflict of interest**:

**The definition of conflict of interest is as follows:** "A possible conflict of interest is any situation in which judgements or decisions on matters concerning the Polish Championship may be affected by the relationship that the person has (or may have) with other persons or organisations, which may (positively or negatively) affect his/her judgements or decisions."

- b) Conflict of interests takes place when the participant does not disclose the potential conflict and then takes a decision in favour of or against a person or organisation, or accepts any benefit from such a person or organisation.
- c) Conflicts of interest may arise as a result of direct personal relationships or indirectly through interests of a closely related third party (parent, spouse, partner, employer, employee, student, etc.).

**Types of interest:** "Typical circumstances in which a conflict of interest occurs are relationships with sponsors, event organisers and contracting parties (payments, hospitality, gifts and other benefits)."

### 4. Behaviour in case of conflict of interest.

- a) Each person subject to the present rules that faces a conflict of interest must refrain from taking part in the work of the Jury and the Inspection Commission.
- b) In case of revealing any irregularities, the OKF-K ZRP will take appropriate decisions, such as the excluding a person from the decision making process to avoid a potential conflict.

### 5. Violation of the Code of Ethics.

Any violation of the Code of Ethics will be considered by the OKF-K ZRP.