



**Malta Foundation for Human Resources Development (FHRD)**

## **Code of Ethics**

The Malta Foundation for Human Resources Development (FHRD) is committed to advancing the human resources profession in Malta. This Code of Ethics establishes the fundamental principles that guide the conduct of the FHRD, its employees, its members, and all those who participate in or benefit from its programmes and services. Adherence to this code is essential to maintain the integrity, credibility, and positive impact of the FHRD's mission.

### **1. Professionalism and Integrity**

- **1.1. Upholding Standards:**  
All individuals and organisations affiliated with the FHRD, whether through corporate membership, professional development, academic programmes, or other services, shall act with the highest degree of professionalism and integrity. This includes being truthful, fair, and responsible in all dealings.
- **1.2. Competence and Continuous Development:**  
Individuals and organisations shall strive for excellence by continuously improving their knowledge and skills. This principle is central to the FHRD's mission, as reflected in its Continuous Professional Development (CPD) programmes and Professional Membership Scheme, which emphasise both functional and enabling competencies.
- **1.3. Avoiding Conflicts of Interest:**  
Any real or perceived conflicts of interest must be disclosed and managed transparently. Decisions should be made in the best interest of the FHRD and its stakeholders, free from personal gain or bias.

### **2. Respect and Confidentiality**

- **2.1. Respect for Individuals:**  
All individuals, regardless of their role or background, shall be treated with dignity and respect. The FHRD and its affiliates must promote an inclusive environment free from discrimination, harassment, or prejudice.
- **2.2. Confidentiality of Information:**  
Sensitive information obtained through FHRD activities, such as member data, corporate insights from the HR Quality Mark, or personal details from academic programmes, must be handled with the utmost confidentiality. Information should only be used for its intended purpose and with proper authorisation.

### 3. Accountability and Compliance

- **3.1. Adherence to Regulations:**

The FHRD and its stakeholders shall comply with all applicable local and international laws, regulations, and professional standards. This includes, but is not limited to, laws related to employment, education, and data protection.

- **3.2. Ethical Conduct in Practice:**

Members and participants in FHRD programmes are expected to apply ethical principles in their respective fields. For example, those receiving the HR Quality Mark are recognised for their effective and ethical HR practices, and members of the Association of HR Practitioners are expected to uphold the profession's values.

### 4. Advancing the Profession

- **4.1. Promoting Best Practices:**

The FHRD and its members are committed to promoting and implementing best practices in human resources management and development. This is exemplified through the HR Quality Mark, which provides a framework for organisations to assess and improve their practices, and through the networking events that facilitate the sharing of knowledge.

- **4.2. Contribution to the Community:**

Individuals and organisations associated with the FHRD are encouraged to contribute positively to the broader HR community and society. This includes sharing expertise, participating in surveys like the HR pulse survey, and engaging in FHRD events to foster a collaborative and knowledgeable network.

This Code of Ethics applies to all FHRD activities, including:

- The Association of HR Practitioners
- Participants in Continuous Professional Development Programmes and Academic Programmes.
- Organisations seeking or holding the HR Quality Mark.
- Attendees and partners at Networking and Events.
- Individuals forming part of the Professional Membership Scheme.

By adhering to these principles, we collectively ensure that the FHRD remains a beacon of excellence and a trusted authority in the evolution of human resources in Malta.