

European Association of People Management

Code of Professional Conduct



The European Association for People Management (EAPM) was founded in 1962. The Association forms a European umbrella body of national HR organisations. It is purely professional and specialist in nature. It is an experience exchange organisation without profit-related objectives. It is independent of all employers, trade union, state or political bodies

As a network body for HR and people development in Europe, the EAPM is the voice of a European community of National HR Associations representing over 250,000 HR and People Management professionals from most countries across Europe. We set high standards of entry for membership and require all of our members to adhere to the standards and behaviours ('obligations') set out in this Code of Professional Conduct.

These obligations are grouped into principles of

- Professional Competence and Behaviour,
- Ethical Standards and Integrity,
- Representative of the Profession and
- Stewardship
- Collaboration.

They apply universally to all EAPM representatives of our members regardless of nationality. EAPM membership commits all national associations to uphold and maintain these. In order to consider allegations of misconduct, Complaint and Conduct procedures apply, as specified in the EAPM rules of procedure.

This code of professional conduct applies only to matters relating to membership of EAPM and not to individual members of National Associations.

1 Professional Competence and Behaviour

Member representatives of the EAPM shall:

- 1.1 ensure that they provide a professional, up to date and insightful service to the EAPM
- 1.2 accept responsibility for their own professional actions and decisions
- 1.3 apply professional high standards of relevance, accuracy and timeliness in the information and advice they provide to stakeholders.

2 Ethical Standards and Integrity

Member representatives of the EAPM shall:

- 2.1 establish, maintain and develop relationships based on confidence, trust and respect
- 2.2 exhibit and defend professional and personal integrity and honesty at all times
- 2.3 demonstrate sensitivity for the customs, practices, culture and personal beliefs of others

3 Representative of the profession

Member representatives of the EAPM shall:

- 3.1 always act in a way which supports and upholds the reputation of the profession
- 3.2 be mindful of their responsibilities as professional people towards the wider community
- 3.3 comply with prevailing laws and not encourage, assist or collude with others who may be engaged in unlawful conduct
- 3.4 exhibit personal leadership as a role model for maintaining the highest standards of ethical conduct



4 Stewardship

Member representatives of the EAPM shall:

- 4.1 demonstrate and promote fair and reasonable standards in the treatment of people who are operating within their sphere of influence
- 4.2 challenge others if they suspect unlawful or unethical conduct or behaviour
- 4.3 ensure that their professional judgement is not compromised nor could be perceived as being compromised because of bias, national interests or the undue influence of others

5 Collaboration

Member representatives of the EAPM shall:

- 5.1 Provide any required support to other member associations if requested
- 5.2 Treat with confidentiality internal information shared among the EAPM members
- 5.3 Facilitate collaboration between own members and members from other national associations
- 5.4 Actively support EAPM objectives