CODE OF ETHICS for Trusted Consultants

PART 1 – GENERAL PRINCIPLES

1. **Integrity and Honesty**
    - Consultants shall act with integrity, transparency, and honesty in all professional dealings.
    - Misrepresentation of qualifications, experience, or certification is strictly prohibited.
2. **Competence and Professionalism**
    - Consultants shall maintain high standards of professional competence through continuous education and training.
    - Services shall only be provided within the scope of the consultant's expertise.
3. **Respect and Fair Treatment**
    - Consultants shall treat clients, colleagues, and stakeholders with fairness, dignity, and respect.
    - Discrimination, harassment, or exploitation in any form is unacceptable.
4. **Responsibility to Safety and Public Welfare**
    - Consultants shall prioritize occupational safety, health, and environmental protection in all activities.
    - Decisions must be guided by the principle of minimizing risk to workers, clients, and the public.

PART 2 – PROFESSIONAL OBLIGATIONS

1. **Confidentiality**
    - Consultants shall protect confidential information obtained during professional practice and not disclose it without proper authorization.
2. **Conflict of Interest**
    - Consultants shall avoid situations where personal interests conflict with professional duties.
    - Any potential conflict must be disclosed to the client or employer.
3. **Compliance with Standards**
    - Consultants shall comply with applicable laws, OSO bylaws, and recognized occupational safety standards.
    - Consultants shall report unsafe practices or violations to the appropriate authority.
4. **Continuous Professional Development (CPD)**
    - Consultants shall commit to lifelong learning and professional growth.
    - A minimum of **30 hours per year** of structured CPD activities is required to maintain the trust certification.

PART 3 – DISCIPLINARY FRAMEWORK

1. **Professional Misconduct**
    - Misconduct includes dishonesty, negligence, breach of confidentiality, or failure to comply with OSO standards.
2. **Investigation and Discipline**
    - Complaints shall be investigated by the OTC Committee.
    - Sanctions may include reprimand, suspension, revocation, or mandatory remedial training.
3. **Appeals**
    - Consultants may appeal disciplinary decisions to the OTC Committee on grounds of denial of natural justice or procedural error.

PART 4 – PUBLIC ACCOUNTABILITY

1. **Transparency**
    - OSO shall publish disciplinary decisions, except where only a reprimand is issued.
2. **Duty to Report**
    - Consultants must report criminal convictions, regulatory violations, or incapacity affecting their ability to practice.

☐ I hereby declare that I have read, understood, and agree to comply with the requirements, principles, and expectations outlined in this Code of Conduct. I understand my responsibility to uphold these standards at all times and acknowledge that failure to do so may result in appropriate action in accordance with applicable policies and procedures.

Name: _____

Signature: _____

Date: _____