

**CORPORATE CONDUCT****BRD 260****Introduction**

The Board of Directors of Northern Health (the “Board”) is committed to exemplary standards of corporate conduct, which will inform and guide organizational behaviour and standards of practice. It holds that only by a consistent focus on this goal, and through consistent modelling of expected behaviour by the Board and management, can the organization earn and maintain the trust of those whom it serves.

The Board is obliged to ensure that Northern Health establishes and maintains standards of conduct that all personnel are expected to follow, approved by the Public Sector Employers’ Council.

To this end the Board must establish clear policy objectives for its own conduct (BRD 210), and must also ensure that management, through the President and Chief Executive Officer (the “CEO”), develops, implements and enforces practical, well defined policy for the organization as a whole so that individuals may have clear direction in the discharge of their individual roles and understand their own personal obligation to report known or suspected violations.

**Policy Scope**

Management shall ensure policies are developed for standards of conduct and other corporate issues<sup>1</sup> as deemed prudent and reasonable:

- Ethical behaviour
- Confidentiality
- Conflict of interest
- Respect in the workplace
- Theft, fraud, corruption, and non-compliance
- Whistleblower or safe reporting

**Compliance**

The Board expects that management will:

1. Ensure that specific standards are established and clearly communicated to all staff members, and that any updates are communicated to those affected on a timely basis.

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<sup>1</sup> Not an exhaustive list but representative of the areas for which policy shall be created and promulgated.

Author(s): Governance & Management Relations Committee  
Issuing Authority: Northern Health Board  
Date Issued (I), REVISED (R), reviewed (r): June 17, 2025 (r)

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2. Inform all staff members as to where they can obtain information needed to interpret these standards in relation to their individual circumstances.
3. Make it clear that compliance with the approved standards is considered to be a condition of continued association with Northern Health.
4. Maintain established internal and management controls designed to prevent or detect failures to apply corporate standards.
5. Ensure that reports of non-compliance are regarded, except as otherwise dictated by legislation, as confidential and that no penalties are imposed on those reporting alleged violations in good faith.
6. Lead by example and consistently exhibit high standards of personal conduct in dealing with staff and others with whom they may be in contact in the discharge of their duties.
7. Deal with known and proven breaches in an appropriate manner including discipline up to and including discharge where justified.
8. Provide regular reporting regarding the application of this policy to the Governance and Management Relations Committee in accordance with the Committee's work plan.

These guidelines are not intended to abridge statutory rights, rights conferred by a collective agreement, or the obligations arising from a professional designation. The purpose is solely to promote an enterprise-wide commitment to standards of personal conduct that earns Northern Health a reputation for integrity.

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