



Sustainable Business Report 2019

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A message from our CEO



As a purpose-led organisation, we aim to Connect for a Better Future - building a connected, digital society. One that enhances socio-economic progress, embraces everyone and does not come at the cost of our planet. Many businesses are now grappling with how they can make a difference and rise to the challenges that we face in society from climate change, to inequality and prejudice as well as the ever-changing geo-political landscape that impacts us all. At Vodafone Ireland, we are committed to delivering positive change and integrating sustainability across our entire business.

We believe that urgent and sustained action is required to address climate change, and business success should not come at a cost to the environment. Through our commitment to halve our environmental impact, we will help to ensure a sustainable future for all.

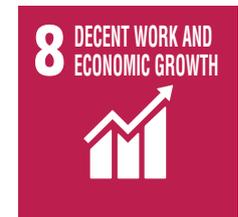
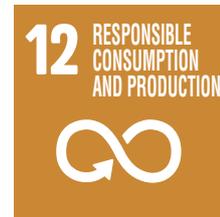
We believe that the opportunities and promise of a better digital future should be accessible to all. We are committed to ensuring that the more vulnerable are not left behind on the journey towards that future. Through our technology, we will work to bridge the divides that exist and help people to contribute equally and fully to society.

Anne O'Leary, CEO

Vodafone Sustainable Business Strategy

United Nations Sustainable Development Goals

In 2015, the United Nations launched 17 goals to end poverty, fight inequality and injustice, and tackle climate change by 2030. Vodafone Ireland is committed to leveraging its technology, networks and services to contribute to these global goals. We believe Vodafone Ireland's transformational goals can have the greatest impact on these ten of the UN SDGs through our networks, services, initiatives, activities and the work of the Vodafone Ireland Foundation. This is four more SDGs than were impacted last year.



PURPOSE

We connect
for a
better future.

Our Year at a Glance



Diversity & Equality Progress towards our 2025 goals:

	To become Ireland's best employer for women 50% of our Senior Leadership Team are women.
	To be recognised as a Top 10 employer for LGBT+ people in Ireland.
	Won Best Workplace Diversity Strategy Award from the HR Leadership and Management Awards 2019.



Energy & Environment Progress towards our 2025 goals:

	Our ambition is to purchase 100% of the electricity that we use from renewable sources 50% of purchased electricity this year was from renewable resources.
	We have activated special features, switched off unused parts of the network, and began testing solar panels to make our network more efficient and to reduce energy consumption.



Youth Skills & Jobs Progress towards our 2025 goals:

	To reach 10,000 young people through our Graduate, Intern and Work Experience programmes 541 young people have been reached.
	To help 37,500 15-24 year olds gain access to digital skills 7,841 15-24 year olds have been aided to date.

Diversity & Equality

Our Goal

To be recognised as a top 10 place to work for LGBT+ people in Ireland.

Our 2025 Goal

To become Ireland's best employer for women.

Diversity and Equality are essential to Vodafone's workplace and to our successful teams. In Vodafone Ireland, diversity and equality has been prioritised from both the top-down and the bottom-up because we believe it's essential to our business, that our people reflect the diversity of our customers, and because it's the right thing to do. Our focus on organisational culture and internal policies supports a culture of flexibility for all stages and needs in every person's life, enabling us to encompass inclusion for all. This creates a Purpose Led Vodafone and a supportive environment for all of our people to develop and progress their careers while supporting their work-life balance. At Vodafone, we believe in everyone being able to bring their whole self to work every day.



Neurodiversity Programme

This year Vodafone Ireland identified Neurodiversity as one of our key priorities under the Inclusion for All pillar of our purpose. Neurodiversity refers to differences in the brain that give rise to conditions such as Dyslexia, Dyspraxia and Autism Spectrum Disorder. In partnership with local expert organizations such as Specialisterne and AsIAm, our aim is for Vodafone to become an organization that facilitates equal opportunities and experiences for both colleagues and customers.

Some of the activities we have completed so far:

- A three-month internship placement
- CEO of AsIAm, Adam Harris, addressed our people manager community and retail store managers
- Manager training with Specialisterne
- Webinars provided on the topic of Understanding Neurodiversity and Neurodiversity for People Managers



Women's Network

The goal of Vodafone Ireland's Women's Network is to promote gender equality and parity in Vodafone Ireland, the industry and across society. This network works both internally and externally, in partnership with Connecting Women in Technology (CWIT). The Women's Network has supported CWIT initiatives such as Digital Futures, presenting to secondary schools to promote STEM subjects to girls, and volunteered to promote CWIT at the BT Young Scientist to encourage and inspire young girls to pursue subjects, college courses and careers in STEM fields.

Pride at Vodafone

The Vodafone Ireland LGBT+ Friends Network is dedicated to celebrating LGBT+ pride in our business. The mission of this grass roots, employee-led network is to inspire and empower LGBT+ employees in Vodafone Ireland and to ensure that they have the support they need to bring their whole selves to work. Vodafone believes that everyone should be able to be themselves and be at their best both in and outside of the workplace.

The vision of the LGBT+ Network is for Vodafone Ireland to be a place that LGBT+ people can thrive.



The Network's four key activities:

- Enhance Vodafone's ability to build an inclusive workplace
- Enhance professional growth by providing opportunities to network and connect with role models
- Internally and externally, promote the development and advancement of LGBT+ employees in our industry
- Raise the profile of Vodafone Ireland as a supporter of LGBT+ initiatives

Pride History Week

The Vodafone Ireland LGBT+ Friends Network introduced in 2019 celebrates the history of Pride in Ireland. This week was used to educate our employees on the hardships and the victories for LGBT+ people in Ireland throughout the years. From documentaries to guest speakers the week was jam-packed with events celebrating diversity, inclusion and equality.

BelongTo

BelongTo is the national organisation supporting lesbian, gay, bisexual, transgender, and intersex (LGBTI+) young people in Ireland. Since 2003, they have worked with LGBTI+ young people, between 14 and 23 years, to create a world where they are equal, safe, and valued in the diversity of their identities and experiences. Vodafone Ireland's LGBT+ Friends Network organised to volunteer at Dublin Pride to raise much needed funds for BelongTo.

Union Cup



The Union Cup is the biggest LGBT+ rugby tournament in Europe, with 45 teams from 15 countries participating.

This year Vodafone Ireland sponsored the Union Cup, which was being hosted in Ireland for the first time. The Union Cup's purpose is to make sporting accessible to LGBT+ individuals. Vodafone saw a perfect fit to sponsor this fantastic event because it reinforces our "Team of Us" message, which has consistently told a story of inclusivity, that rugby is a sport for all,

and it also allowed our LGBT+ employees to engage in a new and exciting way, amplifying our "Everyone In" messaging.

The road to the Union Cup was not just the event itself for Vodafone Ireland. Initially, we hosted an exclusive panel discussion in Mountainview with 3 players from the Emerald Warriors LGBT rugby team, MC'd by the head of our LGBT+ Friends Network, Danny Buttle. We then organised a Tag Training Day for Vodafone Ireland employees with the Emerald Warriors in Ballsbridge Wanderer's RFC, where we had our own employee drag queen. We then participated in a larger tag rugby tournament with over 200 attendees from various companies.

Over 20 employees and their families attended in full Vodafone Team of Us uniform to form two Vodafone tag teams, both of whom ended up in an inter-company final for one of the trophies!

We were the only sponsor to be active on social media on the day of the Union Cup event. We ran content on Twitter and Instagram stories which saw our highest ever average story view, 1,243 average views per story.



Bright Sky

In July 2019, Vodafone partnered with UK-based crisis support charity Hestia, Women's Aid and An Garda Síochána to launch BrightSky, a free app providing information on domestic abuse, sexual violence and consent, stalking and harassment. The app, the first of its kind in Ireland, enables users to locate their nearest support centre by searching their area, postcode or current location and gives them access to a range of useful tools and supports. A short questionnaire helps users assess the safety of a relationship while also providing information about different forms of abuse such as sexual violence, stalking and harassment.

The app also highlights the types of supports available, steps to consider if leaving an abusive relationship and how to help a friend affected by domestic abuse.

The app contains a ground-breaking feature designed to log incidents of domestic abuse without any content being saved on the device itself.

It enables users to record incidents in a secure digital journal, using a text, audio, video or photo function. Evidence collated through this function will enable Gardaí to intervene and can help secure prosecutions.



L-R Sarah Benson (CEO, Women's Aid); Anne O'Leary (CEO, Vodafone Ireland); Detective Chief Superintendent Declan Daly (An Garda Síochána).



L-R Dearbhail McDonald (MC for event, Journalist); Emma Murphy (Domestic Abuse Survivor); Gillian Dennehy (Women's Aid); Sean Cooke (Men's Development Network); Laura Sweeney (An Garda Síochána); Andrew Dunnett (Head of Foundation, Vodafone Group).

Domestic Abuse Policy

In 2019 Vodafone Ireland introduced the first comprehensive, domestic violence policy of its kind, that supports employees who have experienced domestic violence or abuse. We are providing supports such as, up to 10 additional days paid leave, specialist counselling, management training and support toolkits to help employees subject to all forms of domestic abuse.

The policy also provides emergency financial aid such as salary advances and assistance for employees to set up a new bank account to help give them financial independence.

The extra 'safe leave' will give people who are facing abuse a time of recovery, as well as the opportunity to seek professional help, make arrangements to move house, support their children and attend appointments – if necessary, without the need for their abuser to know their whereabouts. Specialist training provided to Vodafone managers will help them support people experiencing domestic violence or abuse, and encourage those affected to seek help.

The introduction of the policy, is part of Vodafone's ongoing commitment to become Ireland's best employer for women, and to fight gender inequality.

TecSOS

One in four women around the world will experience domestic violence at some point during their lifetime. TecSOS is an initiative that seeks to support victims of domestic abuse, giving them enhanced access to Gardaí in an emergency. The TecSOS device can be activated with the press of a single button, initiating an alert to the emergency service. The Vodafone Ireland Foundation is working closely with An Garda Síochána to offer handsets to women at risk of domestic violence.



Vodafone Ireland has always strived to nurture a culture of inclusion, diversity, empowerment and equality. The work of our Women's Network, LGBT+ Friends Network and inclusion programmes, such as the Neurodiversity programme are real examples of how our people are the drivers of this culture. This year, we went even further with the launch of our new Domestic Violence Policy, the collaborative launch of the Bright Sky app and more. At Vodafone Ireland, our people believe in what we do and they show that through the fantastic work that they achieve in these areas to ensure that every single person can bring their whole selves to work.

James McGill
Director of HR

Energy & Environment

Our 2025 Goal

To purchase 100% of our electricity from renewable resources.

Our 2025 Goal

To reduce our GHG emissions by 50%.

Urgent action is needed to address climate change. We are continuing to progress with our goals which focus on achieving a significant reduction in the greenhouse gas (GHG) emissions associated with our operations. We are also helping our customers and employees to reduce their emissions through the use of our IoT solutions, initiatives and more.



Power Purchase Agreement – Wind Energy



Vodafone Ireland is currently exploring all options to develop a power purchase agreement (PPA) so that we can ensure that the energy we use is coming directly from a green and renewable source, such as a windfarm. This also extends to the installation of solar panels at many of our sites around the country. This would reduce our reliance on the national grid and eliminate the use of energy produced from a fossil fuel source. This is a huge step in us achieving both of our 2025 goals.

Circular Economy

In 2019 Vodafone Ireland acquired the service of Clear Stream Solutions to conduct an evaluation of our circular economy and to identify opportunities for Vodafone Ireland to improve our standards and operations in this area. Thanks to the help of Clear Stream Solutions numerous projects and initiatives have been evaluated and created to improve Vodafone Ireland's performance in this area, allowing us to make great strides towards our goal of becoming a more sustainable business.

Sponsorship

This year Vodafone Ireland sponsored the Business Spirit Award at the Responsible Innovation Summit. The award is given to a start-up that proves that sustainability and being a responsible business are a crucial and vital part of the business' purpose and operations. Vodafone Ireland as a market leader wants to promote and encourage business' that strive to be sustainable and responsible in the market place.

Responsible Business Mark – Business In The Community

In November 2019, Vodafone Ireland had its Responsible Business Mark reaccredited after the previous mark's expiration. Business In The Community look into various aspects of business operations establishing the level of responsibility to the environment, community, inclusion and more. Vodafone was once again deemed worthy of their accreditation as one of Ireland's Responsible Businesses.



ISO Achievements

Vodafone Ireland strive to have the highest standards in the industry in the area of Energy Management. In 2016 Vodafone Ireland was accredited to ISO 50001 Standard. We have completed our annual surveillance audit and this accreditation has been maintained across our entire estate.

Our recent energy initiatives include electric vehicles as part of our fleet, smart lighting fit out in Vodafone Headquarters in Leopardstown

and energy usage profiling. Looking forward we are looking at the feasibility for the installation of on-site renewable sources as well as further efficiency projects across our estate. In 2019, Vodafone Ireland has successfully completed the first stage audit for ISO14001 & 45001 Standards.

Paperless Billing

Vodafone Ireland is now actively encouraging our customers to switch to e-billing with the purpose of reducing our environmental impact. We will begin including the environmental cost of production on each paper bill and provide simple ways for our customers to switch to e-billing.



Carbon Footprint Tracker

Vodafone Ireland in conjunction with Vodafone Group are currently in the process of developing a carbon footprint tracker for our employees. The purpose of this is to educate our employees about each of their individual impacts on climate change and spread awareness of the small changes each of us can make to reduce our footprints.

Transforming with Internet of Things (IoT)

The Internet of Things (IoT) transforms machines, devices and objects into 'intelligent assets' that can communicate with the world around them by connecting them to the internet. Some key examples of sustainable IoT applications are: Smart metering, smart cities and smart logistics.

- Smart metering uses IoT technology to collect and analyse data on energy use in real time. This helps to optimise power generation and to reduce household energy needs and bills.
- Smart cities, which bring networked intelligence into civil infrastructure such as road traffic management and advanced street lighting. These applications and more will now be progressed even further with the launch of Vodafone Ireland's 5G network, the first in Ireland.
- Smart logistics can be used to optimise the use of vehicles by embedding IoT technologies within vehicles to assess routes management, maintenance, driver behaviour and fuel consumption.
- Smart Logistics in action: Vodafone Automotive helps to improve driver performance and safety, fuel efficiency, and to reduce wear and tear with smart logistics.



Connected Cars

The average new car produced in 2019 has a huge number of sensors on board. As well as satellite navigation and smartphone-enabled connectivity in a car, there are also thousands of sensors in the tyres, wheels, suspension and more. These sensors are connected by IoT and the data being gathered from connected cars is increasingly being used to create smart systems that can benefit drivers and society. Car performance can be measured for predictive maintenance, reducing carbon footprints and improving safety of vehicles.

Narrowband-IoT Network (NB-IoT)

Vodafone Ireland was the first Irish operator to offer nationwide commercial NB-IoT to Ireland in 2017. This made Ireland the second country in the world to launch Vodafone NB-IoT commercially. NB-IoT is a low power, wide area network (LPWA) technology. It is designed to wirelessly connect millions of devices that have low bandwidth requirements and will enable society to become smarter and more efficient, massively benefiting citizens as well as businesses nationwide. Irish consumers will see a huge variety of products, services and applications enabled by NB-IoT.

- Devices that have never been connected before can now connect due to NB-IoT. Businesses in Ireland will gain better insights into their supply chains, partners, and customers. Utilising sensor data to make

informed decisions that is not only helping them to look at alternative business models and value-added services.

- Vodafone Ireland is leading the way in IoT trials, trialling smarter solutions made possible by NB-IoT, such as, smart metering gas and water usage, building energy consumption and smart metering of electricity.



Vodafone Business Invent

Vodafone Ireland is proud to be an enabler to the IoT ecosystem, facilitating a more sustainable, smarter nation. Through the introduction of a new development platform called Vodafone Business Invent, IoT is more accessible than ever.

The Vodafone Business Invent platform allows for the rapid creation of IoT apps so businesses of all sizes can avail of the benefits such as the ability to connect assets, improve productivity, reduce costs, enhance customer experience and turn data into actionable insights without needing an in-house IoT specialist.

Irish customers in particular will benefit from a quicker introduction of smart city technology as developers have access to well-tested and developed capabilities such as alerting, monitoring, dash boarding and device modelling. All of these tools placed into a development platform will reduce development time and cost significantly, meaning customisation for different sectors is now more accessible than ever.

By providing a fully integrated development platform the potential for IoT benefits is endless. By attaching sensors to pallets, fleets of vehicles or high value items of any kind, the data generated can give Irish businesses a competitive edge in house or a new service to roll out to customers.

Sustainability in our Workplace

We want all of our employees to go about their day in our workplace in the most sustainable manner possible.

- Our recent energy initiatives include electric vehicles as part of our fleet, smart lighting fit out in Vodafone Headquarters in Leopardstown and energy usage profiling. We are trialling solar panels on a number of our sites around the country and are pursuing more sustainable sources of energy.
- We are now keeping coffee grounds from one of our café's for employees to take home and use as compost in gardens. This is about 5kg of coffee grounds per week no longer going to waste.
- Vodafone Ireland is continuing the campaign to remove single use plastics from our workplace. We estimate that we removed the use of 275,000 plastic containers from our waste stream since the campaign began in 2018.
- Our work space, flexible working practices and tools allow our staff to work in a manner that best suits them to deliver, even they are working remotely or at home. This allows Vodafone Ireland to optimise the environmental impact of our workplace and employees' individual carbon footprints.

Since Mountainview has become plastic-free we estimate that the use of

275,000

plastic containers have been reduced in MV.

We estimate that the use of

298,675

plastic containers will be removed from use in our offices every year.



Vodafone Ireland is striving to improve the sustainability of our business and beyond through the use of our technologies and network. The launch of Ireland's first 5G network, rollout of our Narrow band IoT network (NB-IoT) to enable smart cities, continual improvement of our network efficiency to facilitate smart working practices across Ireland help us improve sustainability and people's quality of lives now and into the future.

Didier Perez Clavero
Technology Director

Youth Skills & Jobs

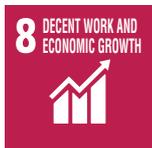
Our 2025 Goal

Help 37,500 15-24 year olds gain access to digital skills.

Our 2025 Goal

Reach 10,000 young people through our grad, intern and work experience programmes.

The European Commission predicts that in the near future, approximately 90% of all jobs will require a form of digital skills. 65% of students entering school today will have jobs that do not yet exist. The demand for digital skills already outstrips the supply of available digital talent. Vodafone wants to become a top youth employer and to enable young people to build the skills for their future.



Graduate Programme

We offer a Commercial and Technical 18-month graduate programme in Vodafone Ireland. Since the beginning of this programme we have employed over 150 graduates and we ensure that our graduates have a purposeful and fulfilling experience throughout the programme, and are provided with the necessary tools to aid in developing necessary skills for their futures. We have designed rotations that support our graduates to experience all aspects of our company in order to be ready for their future careers.

Work Experience Programme

We offer work experience opportunities for students in secondary level education, in Transition Year. These opportunities enable the students to learn about what careers are out there and helps them make decisions around what subjects they will study in their Leaving Cert and onwards to third-level education. We are enabling these students to gain valuable insight into the world of work and the numerous fields in STEM subjects and careers.

Internship Programme

We offer a structured programme that supports youth in building the necessary skills to ready themselves for the world post-college. Since the beginning of the programme in 2017 we have supported 56 interns throughout our business, seeing an increase in 3rd level student's consideration for Vodafone Ireland as an employer of choice.



We have reached

541

young people through our **graduate, intern & work experience programmes.**

We provide interns with a two to six month opportunity to work in different areas of the business, to gain experience on a project which complements their college course. Our aim is not only to provide a future talent pipeline for our graduate programme but also to up-skill the youth of Ireland to the changing world of work.

CoderDojo

CoderDojo is a global volunteer-led community of free programming clubs for young people between the ages of 5 and 17. Vodafone Ireland's Dojo is run by employees, held in our Mountainview offices and is open to children, family members and friends of Vodafone Ireland employees. All experience levels are catered to, from complete beginners learning

the fundamentals of coding and how to think logically, while creating fun interactive games, to those who are more advanced, creating their own web page. With the growing importance of digital skills, we are very excited to offer children the opportunity to be ready for the exciting future ahead of them.

Code like a Girl

Aimed at encouraging more young girls to consider subjects and career paths in STEM, this initiative provides young female students with basic skills and knowledge of coding and development programmes. In partnership with CodeFirst: Girls, Vodafone Ireland hosted 4-day placements for secondary level girls to gain coding knowledge and experience. A 100% increase in interest in pursuing STEM subjects was seen in students after the course.



Future Jobs Finder

Many students are unsure of what type of job they would like to go into once they finish college – one that would suit their skillset and their interests. 67% of students starting primary school today will have a job that does not exist yet. Keeping that in mind, the Vodafone Future Jobs Finder tool is aimed to help students imagine the kind of jobs that would suit their personal interests, personalities, and qualities. The tool was used by a total of 7.3k students in Ireland since launch.



See the Future

In 2019 Vodafone launched See the Future where students are supported to reach their full potential and aspirations by providing them with resources that will empower them to explore every exciting, future opportunity.

The event is a day to encourage curiosity, use our Future Jobs Finder tool, drive students to be creative, explore future possibilities that they might not have known of.





At Vodafone Ireland, we believe that supporting the youth to develop digital skills and genuine work experience has a critical role in making them ready for the future. We invest in youth by continually improving the fantastic opportunities in our graduate and internship programmes. We also reach out to those in secondary level education through our Future Jobs Finder tool, Code like a Girl programme and See the Future events. Not only that, we also offer opportunities to children aged 5-15 to develop digital skills through our in-house Coder Dojo programme. All of the initiatives that we have run in the past year in Vodafone Ireland have achieved overwhelming results in enabling future generations to be ready for the jobs of tomorrow. All of our initiatives aim to aid developments under the UN's Sustainable Development Goals, and I can happily say that we have increased the number of Goals reached to ten from six last year.

Liam O'Brien

Director of Strategy & External Affairs

Transparency

Just as important as our commitment to delivering positive social outcomes is our determination to ensure we act responsibly and with integrity wherever we operate: what we do matters but so does how we work. We strive to ensure we always act lawfully, ethically and with integrity wherever we operate, supported by our strong commitment to corporate transparency.



Digital Rights & Privacy

Our transparency disclosures on matters related to digital human rights include our policies, approach and principles regarding government access to customer data, as well as our approach to managing issues such as freedom of expression, censorship, and the digital rights of the child.

“The wellbeing of all our people has always been a priority at Vodafone and over the last number of years; we have empowered our employees to invest in their wellbeing through our award-winning onsite Wellness Centre.

In May 2019, we were delighted to launch Evolve, the evolution of our multi-year wellbeing journey. Evolve is the first fully connected, digital and onsite wellbeing programme in Ireland. Our new approach builds on our progress to date, while adding a number of additional features through our new digital platform and app. Evolve blends the best of human interaction and digital innovation to deliver a market-leading solution for our employees.”

Simon Hand,
Head of Rewards

Health, Safety and Wellbeing

Vodafone Ireland is committed to the health, safety and wellbeing of our employees, suppliers, customers and the communities in which we operate and this commitment, is supported by our local Vodafone Group, Health, Safety and Wellbeing Policies.

“We take safety extremely seriously in our operations. Keeping the people who work for us safe is one of our most fundamental responsibilities. We promote our approach across our industry with leading safety standards, insisting on high safety practices from our employees, contractors and suppliers, and engaging with customers and peers. We believe that all accidents and injuries are preventable and our ‘Absolute Rules’ for working safely, promotes the principle of ‘Work Safe, Home Safe’.”

Barry Phillips,
Head of Health & Safety

Supply Chain Management and Integrity

Handset Recycling: Vodafone Ireland has encouraged and facilitates handset recycling over the last 11 years. Additionally, the value of each donated handset is given to ISPCC Childline.

We work to ensure integrity in our supply chains by managing many different legal, social, ethical and environmental risks. We also encourage those who work with us, directly or indirectly, to adopt sustainable business practices. Safety in our supply chain is also critically important. Vodafone has comprehensive measures in place in our own businesses designed to make sure everyone who works for us goes home safely. We reinforce this across our supply chains.

We expect all our suppliers to follow our Code of Ethical Purchasing and uphold the Business Principles in our Code of Conduct. We expect our suppliers to be accountable for managing risk in their operations and to understand that we expect them to hold their own suppliers accountable to the same high standards. When choosing a new supplier, or choosing to continue to work with one, we assess the supplier's compliance with our rules on health, safety and responsible behaviour, just as we assess commercial factors such as quality, cost and the supplier's ability to deliver on time.

Tax and Total Economic Contribution

Vodafone Ireland is the single biggest investor in new technology in the Irish telecoms industry annually, with over €1 billion invested to date in building and maintaining the network.

- €21 million paid in direct taxes and €4 million paid in corporate tax
- €150 million capital investment
- 2.2 million customers
- 1,313 direct employees.

Useful Links

- [Customer Privacy](#)
- [Freedom of Expression and Network Censorship](#)
- [Respecting the Digital Rights of the Child](#)
- [Code of Ethical Purchasing](#)
- [Anti-Slavery Statement](#)
- [Code of Conduct](#)