



Code of Conduct - CMIEF

Introduction

This Code of Conduct establishes the ethical standards and guiding principles for all members, volunteers, staff, and scholarship recipients associated with the Canadian Mineral Industry Education Foundation (CMIEF). Our mission is to support university students aspiring to careers in the mineral industry. We are committed to fostering an environment of integrity, respect, and professionalism.

Core Principles

- **Integrity:** Act honestly and transparently in all organizational activities, ensuring that scholarship processes, fundraising, and communications are truthful and accurate.
- **Respect:** Treat all individuals - students, staff, volunteers, donors, and partners with dignity, fairness, and consideration, regardless of background or beliefs.
- **Accountability:** Accept responsibility for actions and decisions, and strive to fulfill commitments to students, stakeholders, and the wider community.
- **Confidentiality:** Safeguard the privacy and personal information of students, applicants, donors, and partners, and use such information only for legitimate organizational purposes.
- **Inclusivity:** Promote equal opportunity, diversity and ensure that all qualified students have fair access to scholarships and programs.
- **Professionalism:** Maintain high standards of conduct in all interactions, communications, and representations of the organization.

Responsibilities

- **Scholarship Recipients:** Demonstrate commitment to ethical behavior and the advancement of the mineral industry. Recipients are expected to represent the organization positively and participate in its programs when possible.

- Staff and Volunteers: Uphold the organization's values, avoid conflicts of interest, and act in the best interests of students and stakeholders. Volunteers and staff should report unethical behavior or breaches of this code.
- Donors and Partners: Engage with the organization in good faith, respecting its mission and ethical standards.

Compliance and Reporting

All members of the organization will be made aware of the Code of Conduct and are expected to comply. Any suspected violations should be reported confidentially to the Chair of the foundation at chair@cmief.ca. The organization will address all concerns promptly and fairly.

Commitment to Continuous Improvement

We pledge to regularly review and update this Code of Conduct to reflect evolving best practices and the needs of our community. Feedback is welcomed and encouraged by all stakeholders.

Conclusion

By adhering to this Code of Conduct, our organization ensures a trustworthy, respectful, and supportive environment for students pursuing careers in the mineral industry. Together, we uphold the values that define our mission and strengthen our impact.

Dated: December 16, 2025

Approved by: Board of Directors