INTEGRATED SUMMATIVE TASK 1

# Title

Hollywood Bets Code of Ethics

# Summary

Our Code of Ethics is designed to ensure that as a significant player in the bookmaking industry, we adhere to the highest standards of responsible business practise in our interactions with all stakeholders.

# Introduction

The Hollywood Group and its subsidiaries (“Hollywood”) are committed to strong, ethical and fair business dealings and promote a corporate culture which is non-sectarian/non-political and one which is socially and environmentally responsible. We are committed to making a difference in the communities within which we operate and in the bookmaking industry throughout Africa. This commitment implies tirelessly growing and improving our business in countries in which we operate and expanding and growing our footprint.

# Body

The Code of Ethics provide clear guidelines or parameters about acceptable principles within which Hollywood Team Members are expected to apply in daily conduct and interactions as well as in decision-making frameworks. The Code of Ethics should be used as an important reference point for Team Members when they are personally resolving any ethical issues/challenges that they might encounter. Our values serve as a type of governance to guide our actions, our conduct and our decisions. The core of our values is that we place customers at the centre of everything we do. Hollywood’s ethical principles describe how our values apply in the workplace. In pursuing these values, the Hollywood Group expects that Team Members, managers and directors alike will adhere to and be bound by this Policy and uphold the following standards. During your period of employment and subsequent thereto, the Team Member shall keep confidential and shall not disclose any of the company’s trade secrets or confidential information or those of its subsidiary companies to anyone other than to person’s employed by the company who are required to know such information of the company for the purpose of their employment with the company. The Team Member is only permitted to communicate, in any form of communication, past, present and future, confidential information that is relevant and appropriate to the furtherance of current and future Hollywood Group business.

# Conclusion

This Code of Ethics contains guidelines for conduct in key areas rather than rules for every situation that you will encounter. The absence of a specific guideline or policy does not relieve any of us from exercising high ethical standards of behaviour and good judgement. In any situation in which you are unsure of the business conduct expected of you, you should consult your Line Manager, Operations Manager or Human Resources representative, for advice and direction.

# Recommendations

We should engage with our employees better and frequent, reinforce the benefits of the code. Promote our ethical behaviour by having more awareness workshops, this helps build culture. Reward employee’s ethical behaviour on a monthly period by including incentives or more paid leave.

# Appendix or Appendices

Appendix a: Code of Ethics at The Hollywood Group <https://learning.hollywoodbets.net/pluginfile.php/109351/mod_resource/content/0/Hollywoodbets%20Policy%20Pack%20%28V18%2014052021%20GG%29.pdf>

* 1. Document selected: Code of Ethics

The primary difference between code of ethics and code of conduct is that code of ethics is a set of principles which influence the judgement while the code of conduct is a set of guidelines that influence employee's actions.

* 1. I do not think the document is aligned. Due to the current nature of the world with the pandemic, we must include ethical principles when working from home.
  2. We could improve the code of ethics by including the following work from home ethics:
* Adhering to work timings
* A strict no personal calls / errands rule
* Being available and reachable
* Honesty
* Making an effort to communicate.