



APS Voice – Statute & Code of Conduct

Formally Adopted October 2, 2025

Introduction

APS Voice (Asset Protection Security Voice) is an independent employee representative body for the Asset Protection & Security Department. The organization was established to provide a transparent, inclusive, and professional voice for all Security Officers, ensuring their concerns and interests are represented effectively.

1. Name and Purpose

The name of the organization is APS Voice. Its core purpose is to serve as an impartial platform for Security Officers, advocating for transparency, inclusion, and professionalism in all matters relating to the Asset Protection & Security Department.

2. Core Principles

- **Independence:** APS Voice operates without affiliation to unions, political parties, or outside interests.
- **Transparency:** The organization maintains open and clear communication regarding decisions and actions.
- **Inclusion:** All crews and officers are represented, fostering a sense of unity and participation.
- **Professionalism:** Members are expected to behave respectfully, constructively, and with a focus on solutions.

3. Organizational Structure

- **Founding Members:** The original coordinators of APS Voice.
- **Ambassadors:** Representatives designated from each crew.
- **Activists:** Volunteers who support communication and organizational initiatives.
- **Members:** All APS staff who wish to participate or stay informed.

4. Meetings and Decisions

APS Voice holds regular meetings that are open to all members. Decisions are made collectively, with meeting minutes documented and shared to uphold transparency.

5. Code of Conduct

Members of APS Voice are committed to the following standards:

- Acting with integrity, respect, and professionalism.
- Avoiding discrimination, harassment, and misuse of the group.
- Maintaining confidentiality when required.
- Ensuring all APS Voice activities are constructive and non-disruptive.

6. Amendments

The Statute and Code of Conduct may be amended by a majority decision at a General Meeting.

7. Adoption

This document was formally adopted on October 2, 2025, at the First General Meeting of APS Voice.