

THE SCHOOL OF BIOHACKING

GLOBAL CODE OF ETHICS For Coaches, Mentors and Supervisors

In line with best practices in the field of coaching, the School of Biohacking (SOB) has adopted the Global Code of Ethics as its guiding principles as follows:

The School of Biohacking (SOB) is committed to maintaining and promoting excellence in coaching. Therefore, SOB expects all Optimal Health & Longevity Coaches to adhere to the elements and principles of ethical conduct.

The Global Code of Ethics is designed to provide appropriate guidelines, accountability and enforceable standards of conduct for all coaches and specialists, who commit to abiding by the following Global Code of Ethics:

The Code of Ethics

The Code is arranged into five sections:

1. Terminology

For reasons of brevity this Code where appropriate refers to:

- Coachees, mentees, supervisees and students as “clients”
- Coaches as “Optimal Health & Longevity Coaches”
- Coaching and mentoring work as “professional work”
- Coaching and mentoring as “profession”.
- The signatories to this Code acknowledge that the terms “profession” and “professional” are being used for activities that are not under statutory regulation but are being increasingly professionalised and self-regulated.
- The signatories to this Code acknowledge that the titles “coach”, are not protected and may be used by anyone in the field of practice, member or not member of a professional body.

2. Working with Clients

Context

2.1 When professionally working with clients in any capacity coaches will conduct themselves in accordance with this code, committed to delivering the level of service that may reasonably be expected of a practising member.

Contracting

2.2 Before they start working with a client, coaches will make this Code available to their client, and explain and make explicit, their commitment to abide by this Code. Coaches will also make their clients and sponsors aware of their respective bodies' complaints procedures.

2.3 Before starting to work with a client, coaches will explain and strive to ensure that the client and sponsor know, and fully understand, the nature and terms and conditions of any coaching, mentoring or supervision contract, including financial, logistical and confidentiality arrangements.

2.4 Coaches will use their professional knowledge and experience to understand their clients' and sponsors' expectations and reach agreement on how they plan to meet them. Coaches/specialists will also try to take into account the needs and expectations of other relevant parties.

2.5 Coaches will be open about the methods they use, and on request will be ready to supply the

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Conflict of interest

2.20 Coaches will not exploit a client or seek to gain any inappropriate financial or non-financial advantage from the relationship.

2.21 To avoid any conflict of interest, coaches will distinguish a professional relationship with a client from other forms of relationships.

2.22 Coaches will be aware of the potential for conflicts of interest of either a commercial or personal nature arising through the working relationship and address them quickly and effectively in order to ensure that there is no detriment to the client or sponsor.

2.23 Coaches will consider the impact of any client relationships on other client relationships and discuss any potential conflict of interest with those who might be affected.

2.24 Coaches will disclose any conflict openly with the client and agree to withdraw from the relationship if a conflict arises which cannot be managed effectively.

Terminating professional relationships and on-going responsibilities

2.25 Coaches will respect a client's right to terminate an engagement at any point in the process, subject to the provisions of the coaching, mentoring or supervision service agreement.

2.26 Coaches will encourage the client or sponsor to terminate the coaching, mentoring or supervision engagement if it is believed that the client would be better served by another practising member or a different form of professional help.

2.27 Coaches understand that their professional responsibilities continue beyond the termination of the professional relationship. These include:

- Maintenance of agreed confidentiality of all information relating to clients and sponsors
- Safe and secure maintenance of all related records and data that complies with all relevant laws and agreements that exist in their country regarding data protection and privacy
- Avoidance of any exploitation of the former relationship, which could otherwise call into question the professionalism or integrity of the member or the professional community
- Provision of any follow-up that has been agreed to.

2.28 Coaches are required to have a provision for transfer of current clients and dissemination of records in the event of the member's incapacitation, or termination of practice.

Professional Conduct

Maintaining the reputation of the profession

3.1 Coaches will behave in a way that at all times reflects positively upon and enhances the reputation of an increasingly professionalised service.

3.2 Coaches will demonstrate respect for the variety of practising Coaches and other individuals in the profession and for the different approaches to coaching, mentoring and supervision.

Recognising equality and diversity

3.3 Coaches will abide by their respective bodies' diversity statements and policies.

3.4 Coaches will avoid knowingly discriminating on any grounds and will seek to enhance their own awareness of possible areas of discrimination.

3.5 Coaches will be cognisant of the potential for unconscious bias and seek to ensure that they take a respectful and inclusive approach, which embraces and explores individual difference.

3.6 Coaches will challenge in a supportive way any colleagues, employees, service providers, clients or participants who are perceived to be using discriminatory behaviour.

3.7 Coaches will monitor their spoken, written and non-verbal communication for inadvertent discrimination.

3.8 Coaches will engage in developmental activities that are likely to increase their self-awareness in relation to equality and diversity.

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THE SOB PLEDGE OF ETHICS:

As a Coach-in-Training, in accordance with the Standards of the Global Code of Ethics, I acknowledge and agree to fulfil my ethical and legal obligations to my coaching Client(s), Sponsor(s), colleagues and to the public at large.

If I breach any part of the Global Code of Ethics, I agree that SOB in its sole discretion may hold me accountable for so doing. I further agree that my accountability to SOB for any breach may include sanctions, such as mandatory additional Coach training or other education or loss of my SOB training status and/or my SOB Credentials.

I further agree to indemnify and hold The School of Biohacking LTD (Thrive 360), its related companies and all of their officers, directors, consultants, employees and agents, from and against any claims, losses, liabilities, lawsuits and expenses (including attorney's fees) arising from any act or omission by me that is in violation of this Global Code of Ethics.

Name: Carol Standing

Date: 1st May 2026

Signature: 