

## **Code of conduct for Norec and collaboration partners**

Norec's work is based on the principle of reciprocity. Our code of conduct takes its starting point in fundamental human rights applicable to everyone. The code of conduct is intended to promote safety, trust, integrity and the credibility of Norway's administration of development assistance, and to protect the reputation of Norec and our partners.

The code of conduct is applicable to all Norec employees, grant recipients, participants and others involved in Norec's activities. We stand together in what we do, and we are obliged to act in accordance with the code of conduct in all our work and in all our relationships.

Norec requires grant recipients to maintain high ethical standards. Norec expects grant recipients to have written ethical standards in the form of a policy, code of ethics or similar. Norec requires grant recipients to organise their activities and internal control systems in such a way as to prevent, identify and respond to breaches of ethical values and principles effectively and adequately.

### **Our values and principles**

#### **1. Respect for human rights**

- We show all people respect, irrespective of ethnicity, gender, sexual orientation, faith, life stance, age, functional ability or other characteristics.
- We do not accept any form of harassment, abuse or discrimination.
- We are committed to promoting diversity, inclusion and equal treatment in all our activities.

#### **2. Trust and respect**

- We familiarise ourselves with local laws, regulations, standards and culture, and act in a way that shows respect for these.
- We demonstrate humility and are conscious of our role as guests in the local communities with which we collaborate.
- We lay the groundwork for a positive psychosocial environment in the workplace.

#### **3. Accountability**

- We never exploit our position to gain advantages for ourselves or others.
- We take a zero-tolerance approach to corruption, fraud and other economic irregularities.
- We take a zero-tolerance approach to sexual exploitation, abuse and harassment (SEAH)
- We promote transparency and immediately report circumstances in breach of the code of conduct immediately.
- We assess the social and environmental consequences of our activities and strive for sustainable solutions.

### **Follow-up**

Norec is committed to maintaining internal and external whistleblowing channels to report suspected breaches of Norec's ethical values and principles. These whistleblowing channels can be used by our own employees, grant recipients, participants or other involved parties.

Norec will handle all notifications in confidence and protect the whistleblower, in line with our procedures for handling whistleblowing cases. In the case of notifications of sexual exploitation, abuse or harassment (SEAH), Norec applies a survivor-centred approach. Breaches of ethical values or principles or inadequate handling of such breaches can constitute a breach of contract in the administration of grants.