

## Ethical Code of Conduct

### Siemenpuu – Foundation for Social Movements' Cooperation sr Updated 14 December 2021

The purpose of the Siemenpuu Foundation (Siemenpuu), as expressed in its bylaws, is to promote environmental protection, democracy, human rights and social justice. Siemenpuu identifies itself as a member of the global community of civil society organisations, sharing the core values of equality and right to good life for all; and principles of honesty, reliability and respect.

The purpose of this Ethical Code of Conduct is to:

- support the integrity and credibility of all activities, and establish public trust in the governance of Siemenpuu and its' grantees;
- counteract abuse of power, and prevent people in vulnerable situations from being exploited by persons linked to Siemenpuu, or to its' grantees operating with funds provided by Siemenpuu;
- ensure necessary follow-up procedures when abuse of power occurs, with the aim of providing justice for the victim, and restoration of confidence in the organisations.

Siemenpuu and its' grantees conduct their activities in a manner that strengthens democratic structures, is in line with the United Nations and ILO conventions and declarations, as well as the best practices of human rights-based approaches. Key elements are summarized below.

1. All those who are involved in the activities are guaranteed respect for their human dignity, human rights, culture, religion and ideology, and freedom from discrimination of any kind. All activities must be free from all kinds of discrimination.
2. Activities take a special attention to people subject to discrimination in the society and communities. They address the root causes of poverty, injustice and discrimination. Activities seek to change prevailing discriminatory attitudes and structures.
3. Provision of support must not be conditional upon the recipients' ideological or religious belief or political opinion, or require conversion or prevent participation in development cooperation activities. Particular attention must be paid to this when working with minor children and youth. Activities must not be used to propagate any ideology, religion or political opinion.
4. Activities promote peaceful dialogue and foster peace and partnerships in communities. Activities create and employ approaches that enhance equal participation. Activities are strictly non-violent.

5. Good governance promotes sustainable development. Corruption and associated poor governance contribute to unequal access to development and weaken the realisation of human rights. Anti-corruption work and tackling any suspected acts of corruption head-on are conscious acts in an effort to improve the results and impacts of the activities.
6. Activities must be based on zero-tolerance of sexual exploitation and abuse, as well as sexual harassment. Appropriate action must be taken in case of any such allegations.

### **Notification, violations and follow-up**

Notifications of any violations of this Ethical Code of Conduct by members of staff or volunteers of Siemenpuu or its' grantees can be made to the chairperson of Siemenpuu, and violations by the board of directors to the chairperson of the council of Siemenpuu. Their names and contact information can be found on [Siemenpuu's website](#).

All employees and volunteers have the right and duty to notify the above-mentioned bodies of any violations. The related procedure and responsibilities are made clear upon joining the organisation or upon becoming a grantee for Siemenpuu, and regularly in recurrent trainings.

Examination of notifications will be undertaken as soon as possible. Investigations will be executed professionally and confidentially, with regard to any whistle-blower's anonymity.

In case of violations, there will be follow-up and support to victims, and prevention of retaliations against persons who have notified the organisations of violations of the ethical guidelines. Consequences of violations may include warning, dismissal or handing over of the case to the police authorities.