



PFW PEOPLE
FOR
WILDLIFE

CODE OF ETHICS

JULY 2023

CONTENTS

1. Foreword by Daniel Natusch, Executive Director	Page 3
2. Our ethical principles in the conduct of our work	Page 4
3. Our principles of business practice and behaviour towards our principal stakeholders	Page 5
4. Monitoring the application of the Code	Page 6

FOREWORD

"Ethical behaviour and sustainability are at the heart of how People for Wildlife does business. There is no sustainable business without trust. And this trust is based above all on our ability to demonstrate our day-to-day commitment to responsible practice."

Through application of this Code of Ethics we express our determination to make ethics and sustainability the cornerstones of our charitable activities. Our charitable goals are already strongly aligned with ecological principles and sustainability practices, and our expertise reflects this.

Nevertheless, the way we go about our work will be the true representation of how our legacy is remembered. This statement of our Code of Ethics provides the opportunity to state our beliefs and the ethical principles that must take precedence wherever we operate. Structured by type of stakeholder, the Code of Ethics sets out the points of reference that must guide every individual's actions.

These cover: respect for local culture and social norms, maintenance of social and cultural diversity, respect for the environment, preserving indigenous biodiversity and natural landscapes, maintaining ecological integrity and ecosystem services, respect for employees, gender equality in every aspect of professional life, fighting all forms of corruption and fraud, combating child labour, application of the major conventions of the International Labour Organisation, listening to civil stakeholders and mobilising our people alongside local communities and planetary health.

The Code presents the development of the ethics organisation within PFW and possible avenues of recourse for employees who, whether victim or witness, suspect a failure to comply with one of PFW's ethical principles. In ethical matters, what we believe and permit and what we discourage and forbid cannot be repeated often enough. In the face of new issues and new challenges, tenacity, vigilance, and continuous improvement are the pillars of this pragmatic approach.

The Circular Sustainability model that is the cornerstone of PFW reminds everyone that nothing can or should be done outside a precise and demanding ethical framework. I would like every one of us to adopt this Code of Ethics when performing our daily tasks.



Daniel Natusch
Director
People For Wildlife



OUR ETHICAL PRINCIPLES IN THE CONDUCT OF OUR WORK

PEOPLE FOR WILDLIFE TAKES CARE TO BEHAVE WITH INTEGRITY AND RESPONSIBILITY

Taking an ethical approach to our work under all circumstances guarantees sustainability of our endeavours. Our success depends on the trust of our donors, employees, community partners, and other important stakeholders. This trust is built over time and has to be earned every day.

Ethics in the environment in which PFW operates covers many issues that may sometimes appear contradictory.

This is especially true when speaking about a charity operating on every continent, in countries with different cultures, at varying stages of economic development. However, these differences can be structured through a small number of simple but powerful shared principles, which in the spirit of responsibility and common sense should guide our actions.

THE ETHICAL PRINCIPLES SHARED BY ALL EMPLOYEES ARE TO:

Behave with integrity and a sense of responsibility

Comply with applicable laws and regulations

Respect the dignity and rights of each individual

Act with respect for the natural environment

Use PFW's goods and resources with the interests of PFW in mind

Support our contractors and employees' initiatives in community involvement and sustainability

Respect business confidentiality. The implementation of these ethical principles should, above all, be based on a fair, honest, positive and creative attitude taken by everyone.

PEOPLE FOR WILDLIFE RULES OF CONDUCT REFLECT SEVERAL INTERNATIONAL STANDARDS AND GUIDING PRINCIPLES. INCLUDING:

- The United Nations Universal Declaration of Human Rights and the European Convention on Human Rights;
- Various International Labour Organisation conventions, notably conventions 29, 105, 138 and 182 (child labour and forced labour), 155 (occupational safety and health), 111 (discrimination), 100 (equal remuneration), 87 and 98 (freedom of association and protection of the right to organise and collective bargaining);
- The OECD Guidelines for Multinational Enterprises;
- The United Nations Convention on the Rights of the Child;
- The United Nations Sustainable Development Goals
- The Convention on Biological Diversity (CBD), including the [Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization \(ABS\) to the Convention on Biological Diversity](#)
- The Ramsar Convention on Wetlands of International Importance
- The United Nations Framework Convention on Climate Change (UNFCCC), including all subsequent communications, agreements, protocols and further commitments.

In addition to the principles stated above, it is essential to define the principles of conduct and behaviour shared by all employees, both at a personal level and in respect to the different people with whom we are in constant or occasional contact. We are conscious of our duties and responsibilities towards:

OURSELVES

We are duty bound to act with integrity, loyalty, and a sense of responsibility. In particular, we have to ensure that we do not get involved in situations that could prove fraudulent (corruption, conflicts of interest, misappropriation of assets, communication of fraudulent information, etc.). In general, we must adhere to PFW's ethical principles and protect its interests in our day-to-day business activities, at our place of work, and when travelling on business.

OUR COLLEAGUES AND STAFF

Respect for human rights and the law

We owe our colleagues and staff respect and fair treatment, and we need to do our utmost to create a motivating work environment that fosters their development. We wish to promote a human resources policy that contributes to the professionalism, motivation and fulfilment of each individual by providing opportunities for training, job mobility, internal promotion and development of employability.



OUR PRINCIPLES OF BUSINESS PRACTICE AND BEHAVIOUR TOWARDS OUR PRINCIPAL STAKEHOLDERS

Non-discrimination, diversity, and equal opportunity

We do not tolerate discrimination, intimidation, or harassment. We set out to promote equal opportunity and treatment, believing that an organisation whose employees include the full range of diversity of the society in which it operates (especially in terms of gender, age, origin, sexual orientation, or disability) has a real economic and competitive advantage. In this framework, we confirm in particular our commitment to greater diversity and equality.

We engage with and support partners with human rights, social legislation, and environmental, health and safety laws and regulations. We fight against child and forced labour. We encourage freedom of speech. We encourage dialogue and respect the free exercise of unions' rights within the context of local laws and regulations.

OUR CLIENTS

Honesty, safety and quality

We provide our partners with the very best professional service to ensure they are satisfied and to earn and maintain their trust. PFW operates with compliance to current standards and regulations with regards to quality, safety, industrial and intellectual property rights, and provides accurate, reliable and fair information. Our public relations and advertising are based on honesty and fairness, and always keep partner safety and integrity in mind.

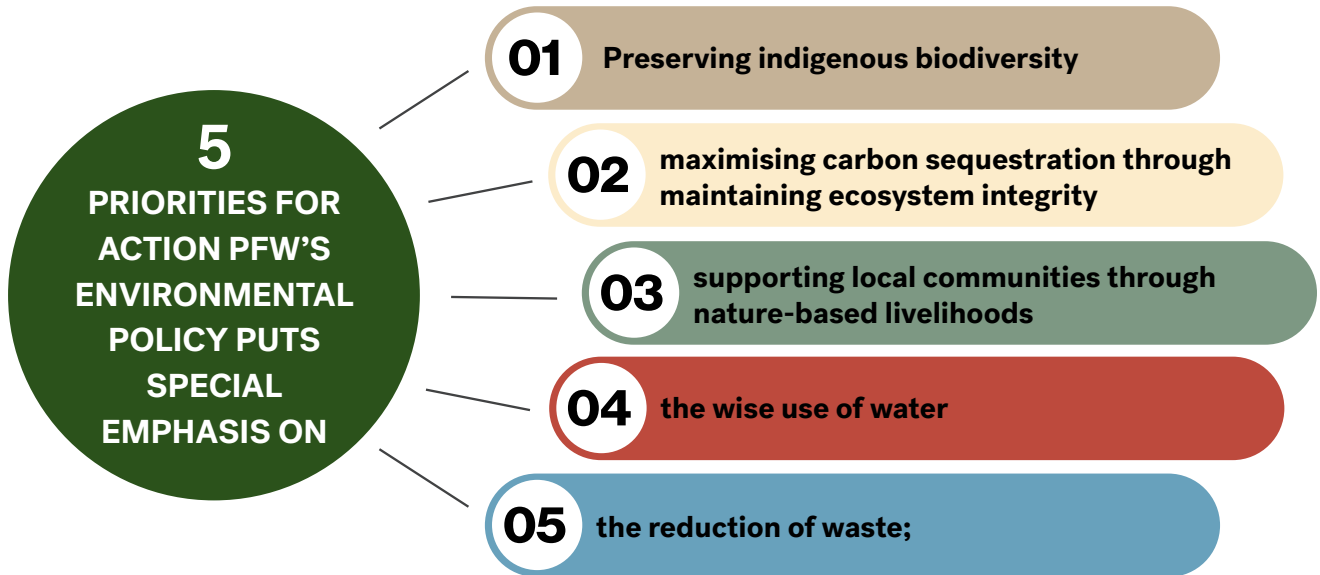
Protection of personal and confidential data.

Our partners retain the power to make decisions about the information that they entrust to us. We ensure that our partner's personal data remains compliant with the law and confidential in accordance with the promises we make to them.

THE ENVIRONMENT

We respect the environment. We are taking ambitious and concrete steps to minimise the negative impact and maximise the positive impacts of our activities on the environment and society by adopting proactive procedures based on science and innovation. The actions

developed by PFW aim to not only reduce and alleviate PFW's environmental impact, but also to develop, within its spheres of activity, projects with a significant positive impact on landscapes and planetary health. In this respect, PFW is committed to measuring the impact of its activities on all of its reserves.



CIVIL SOCIETY

Dialogue with stakeholders and economic and social development.

We restate our commitment to human rights and intend to act as a socially responsible charity wherever we operate. We pay close attention to the concerns expressed by international institutions, non-governmental organisations (NGOs), Indigenous People and Local Communities (IPLCs) and representatives of civil society and wish to foster open dialogue with them. We respect the culture of the countries in which we operate. In most countries where we operate, we are involved in community, educational, or cultural initiatives.

As part of its sustainability strategy, PFW encourages its contractors/employees to support community programmes and to get involved for the benefit of women.

CONFLICTS OF INTEREST

Individuals should not put themselves in situations where their own interests or those of relatives or associates could conflict with those of PFW, or would risk damaging their independence of judgement or professional integrity, or the image or reputation of PFW. This particularly applies, for example, when an employee or one of his/her relatives or associates is likely to obtain personal benefit from a transaction made with partners, suppliers, or others on behalf of PFW. Likewise, a conflict of interest would be deemed to arise whenever an employee attempts to select or influence the selection of a supplier, in which said employee or a relative or associate has a direct or indirect material or moral interest.

When employees are confronted by a risk of a conflict of interest, they must immediately inform their direct manager or any other appropriate body or department (human resources, internal audit department, etc.). They must also abstain from any involvement in the relationships that PFW maintain with the third party concerned, until a solution has been reached.

CORRUPTION

PFW eschews corruption in its relations with all its stakeholders, whether this consists of giving or receiving an unfair advantage. We prohibit the financing of political parties, trade unions and cultural or charitable organisations in exchange for material benefits, whether commercial or personal, whether obtained directly or indirectly. We comply with national and international regulations on corruption, both direct and indirect.

All employees must ask themselves whether a gift, favour or invitation, received or given, puts the recipient under an obligation to the giver. When gifts or invitations are received, especially when they are offered in a personal way and above the threshold set locally, the principle is total transparency by immediately informing their manager.

Thus, in working with PFW, suppliers are obliged:

- To prohibit any type of work which, by its nature or the conditions in which it is carried out, is likely to compromise health, safety or morality;
- To prohibit any behaviour contrary to dignity at work, especially any practice contrary to social regulations and in particular concerning remuneration, working hours and working conditions;
- To respect contractors/employees' directly applicable right of representation and expression;
- To prohibit discrimination, in particular racial, ethnic and gender discrimination;
- To prohibit all forms of sexual and psychological harassment;
- To take appropriate measures for the effective application of the Code of Conduct to its own suppliers;
- To faithfully warn PFW of any serious difficulty in applying the Code of Conduct
- To comply with directly applicable environmental legislation;
- Support a precautionary approach to environmental challenges;
- Undertake initiatives to promote greater environmental responsibility;
- Encourage the development and diffusion of environmentally friendly technologies.

Suppliers' and sub-contractors' undertakings

We require our suppliers to adhere to the principles laid down in the Supplier Code of Conduct. PFW endeavour wherever possible to source suppliers from businesses and organisations in local communities and who are owned by Indigenous People on the lands and seas in which we work

We believe in free, open and fair competition, a factor in economic and social progress. It is equally applicable to the prices, quality and breadth of the offer, in the interests of the consumer and the end customer.



MONITORING THE APPLICATION OF THE CODE

The PFW Code of Ethics applies to every employee of the charity. The Code is available in English and can be downloaded from the PFW website (www.peopleforwildlife.org). The PFW Board of Directors fulfils three mandates, to:

- monitor the appropriate distribution and implementation of the Code of Ethics and the principles it defends;
- respond to enquiries from any employee, from a straightforward request for clarification or question about the interpretation of the Code and its implementation, to a complaint (referral) put before the Board for presumed non-compliance with one of PFW's ethical principles;
- be proactive in developing PFW's policy and actions in the area of sustainable development.

In practice, all members of staff should address any request for clarification or question regarding the interpretation of the Code, or apparent failure to comply with it, to their manager. They may also raise the matter with staff representatives and Directors. They ensure that cases submitted to them are treated with full confidentiality (the complainant's consent is required prior to any action demanded by the Board being put to the body concerned - cases dealt with by the Board remain anonymous in any operating report, etc.).

Lastly, any employee may also choose to make direct contact with the Office Manager, who will register and record issues referred to them and to pass them on to the Board of Directors. Note that cases requiring urgent action, and particularly when others are put at risk, will be treated with the appropriate urgency. The Board's role is to listen and offer advice. They ensure that any employee who witnesses a failure to comply with one of the ethical principles defended in PFW's Code of Ethics has the opportunity, if he or she considers it justified, to be heard and to see his or her request examined in complete confidence. The Board makes sure that no action is taken against an employee who, in all good faith, reports a case of failure to comply with an ethical principle of the Code, as a consequence of having reported the matter.

CONTACT

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A WORLD WHERE PEOPLE AND NATURE ARE CONNECTED, THRIVING AND IN BALANCE

