

Blue Ventures' Code of Conduct

Blue Ventures is committed to delivering benefits through our programmes and we place great importance on the rights of our partner communities, partner organisations, our beneficiaries and our people.

To create a safe, considerate and positive working culture we have developed policies that guide our work. These policies are summarised in a code of conduct that everyone who works with, partners with; and visits with; Blue Ventures are expected to agree to, support, and abide by.

Specifically, this code also applies to our staff, partners, consultants and any visitors to our offices, sites, programmes and partner communities, and we take a zero tolerance approach to anyone who contravenes our code of conduct.

Code of conduct:

1. You must respect our partner communities' customs and culture;
2. You must not knowingly commit a criminal offence;
3. You must not endanger the health and safety of an individual;
4. You must be aware of, and do your best to limit your environmental impact;
5. With the exception of salaries from employment, you, and your immediate family and close friends (including spouses, partners and those who share the same property), should not receive a personal financial benefit from project expenditure or operations e.g receive additional income from accommodation, supplying goods or services;
6. All employment opportunities must be advertised widely, and recruiters must carry out unbiased recruitment for all positions;
7. You must conduct yourself professionally and work hard to achieve your project goals;
8. You must not exploit, abuse or harass, in any way, community members, partners or colleagues;

9. You must not engage in sexual relationships with direct beneficiaries of our programmes.
10. Blue Ventures' guidance is that you should not engage in sexual relationships with members of the communities where we work, unless you are originally a resident of that community or have become a long-term resident of the community
11. You must not engage in any form of transactional sex. Transactional sex refers to relationships where the giving and/or receiving of gifts, money, employment opportunities or other services is used to gain sexual favours.
12. You must comply with Blue Ventures' policies, the most important of which are; child and vulnerable adult protection, personal harassment, bribery and fraud (these policies are all available for you to read for your information).

You must not conceal any information relating to any incidents or behavior that contravenes this code of conduct. If you have any questions about applying the above principles to practical situations, or think that you may be in breach of the code of conduct, please contact Richard Nimmo (Director of People Services) at richard@blueventures.org for further guidance.

We want Blue Ventures to be an open, self-critical and transparent organisation and we have created a reporting procedure and committee to support our code of conduct.

If you believe that someone working for or with Blue Ventures' is not supporting or abiding by the code of conduct [you should raise your concern with the specific procedure of your country](#) if you are a staff member.

For non-staff members you can write to our Safeguarding and Reporting committee (report@blueventures.org) or send an SMS or WhatsApp message to +44 7909 525 410, explaining your concern, in any language, and you should include your name and a phone number or email address to contact you unless you prefer to be anonymous.

The Safeguarding and Reporting committee acts in the interest of all Stakeholders and will take all reports seriously and ensure that your concern is carefully considered and that you hear back within 3 working days. When an investigation is recommended, the investigation will conclude with a report to the Board of Trustees and to you. If you are not satisfied with the response given to you, you

should raise the matter with an appropriate organisation or body, e.g. the Police, UK Charity Commission or appropriate Government agency in your country of work.

For Blue Ventures staff, we encourage you to report any wrongdoing. We will take all reports seriously and commit to investigate all reports thoroughly. The UK Public Interest Disclosure Act 1998 gives employees protection from suffering a detriment or having their contract terminated for 'whistleblowing' and we will apply this protection to our staff wherever they work in the world. However, if the procedure has not been invoked in good faith (e.g. for malicious reasons or in pursuit of a personal grudge), and the investigation concludes that the report was malicious or vexatious, then you may be subject to disciplinary action.