

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

Any party representing Blue Ventures (such as employees, volunteers, consultants, trustees) as well as partners and community members engaged in Blue Ventures' work, must at all times:

1. respect our partner communities' customs and culture;
2. not knowingly commit a criminal offense;
3. not endanger the health and safety of an individual;
4. be aware of, and do their best to limit their environmental impact;
5. with the exception of salaries from employment, Blue Ventures staff and their 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;

6. all employment opportunities must be advertised widely and managers must carry out unbiased recruitment for all positions;
7. conduct themselves professionally and work hard to achieve their project goals;
8. not exploit, abuse or harass, in any way, community members, partners or colleagues;
9. not engage in sexual relationships with direct beneficiaries of our programmes;
10. should not engage in sexual relationships with members of the communities in which we work, unless they are originally a resident of that community or have become a long-term resident of the community;
11. 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. 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).

Any reports of non compliance with the Code of Conduct should be made via the agreed reporting channels to the Safeguarding and Reporting Committee (SRC).

Blue Ventures advises that any concerns relating to the behaviour of partner organisations should be raised directly with the partner concerned, following the partner's own reporting process.

If a partner organisation does not have capacity to receive, manage and/or address safeguarding concerns, Blue Ventures will endeavour to assist the partner organisation to develop its capacity to the extent that available training capacity and resources allow.

You must not conceal any information relating to any incidents or behaviour 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 your focal point or the HSS Team 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 07950 182475, 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.