

CODE OF CONDUCT

POLICY NO: HR/2020/01	
Status: APPROVED	Implementation date: 25 August 2020
Board Resolution No: TM/BR/2020/002	Approved Date: 25 August 2020
AMENDMENT/ REVIEW	
Status: -	Implementation date: -
Board Resolution No: -	Approved date: -

Introduction

This Code of Conduct of Transparency Maldives (TM) is in line with the TM Conflict of Interest Policy.

The staff of TM are committed to uphold high standards of integrity and accountability, to act according to the core values and guiding principles of TM and to promote these standards and principles. TM staff are aware that they have a special role to play in promoting the movement and its ideals to other stakeholders.

Scope of the TM Code of Conduct

This Code of Conduct applies to all staff of TM, Board of Directors, volunteers and advisors.

General Principles of TM

Our Vision

A Maldives in which government, politics, business, civil society, and the daily lives of people are free of corruption.

Our Values

Transparency, Accountability, Integrity, Solidarity, Courage, Justice, and Democracy.

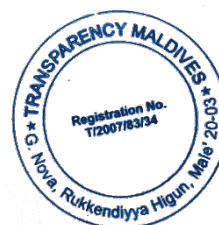
Our Mission

- To act as a catalyst for reforms that improve transparency and accountability in all sectors
- To raise public awareness of and initiate public discussion on corruption and its detrimental effects on society and development.

Our guiding principles

We are committed to respecting the following principles and undertake to discharge our duties and regulate our conduct in accordance with these principles:

1. As coalition builders, we will work co-operatively with all individuals and groups, with for profit and not for profit corporations and organisations, and with governments and international bodies committed to the fight against corruption, subject only to the policies and priorities set by our governing bodies.
2. We undertake to be open, honest, and accountable in our relationships with everyone we work with and with each other. We endeavour to perform our duties honestly, faithfully and efficiently.
3. We will be politically non-partisan and non-sectarian in our work.
4. We will condemn bribery and corruption vigorously and courageously wherever it has been reliably identified.
5. The positions we take will be based on sound, objective and professional analysis and high standards of research.
6. We will only accept funding that does not compromise our ability to address issues freely, thoroughly, and objectively.
7. We will provide accurate and timely reports of our activities to our stakeholders.
8. We will respect and encourage respect for fundamental human rights and freedoms.
9. In our operations and recruitment policies, we will strive to create equal opportunities for all, and achieve balanced and diverse representation with respect to gender.



Anti-corruption

We require integrity and fair practices in all aspects of our activities and we expect the same standards of those with whom we have relationships.

We do not tolerate corruption and prohibit bribery in any form, whether direct or indirect. This includes facilitation payments, which are bribes and must not be made.

Policy

I will adhere to all Transparency Maldives policies and procedures in order to support the above vision, values and guiding principles.

Acknowledgements

I understand that the onus is on me, as a person associated with Transparency Maldives, to ensure that my actions or behaviour could not be construed as breaching this Code of Conduct. I also understand that any breach of Code of Conductor is a violation of my obligations and may lead to disciplinary action up to and including dismissal, termination of services, termination of contract, legal action, and/or criminal investigation and prosecution.

Name:

Position:

Signature:

Date:

Amendments

The Code shall be reviewed every three years. Amendments to the Code shall be discussed with key stakeholders. Final changes must be agreed between TM Management and the TM staff, and must be endorsed by the TM Board of Directors.

