



Code of Conduct

Women in Europe for a Common Future (WECF) and its international branch Women International for a Common Future (WICF), is a not-for-profit, independent non-governmental organisation, not affiliated to any political party or religious institution, aiming at promoting the full participation of women in sustainable development and environmental policy making from the local to the global level.

WECF/WICF's vision is to contribute to creating a just and sustainable world where everyone's right to a healthy environment is ensured, where all governments, entrepreneurs and civil society take their responsibility for protecting our environment and sustainable use of resources respecting rights of future generations, and where women and men's equal rights are fully implemented. We implement sustainable development projects and facilitates the cooperation among women's and environmental organisations around the world. The WECF/WICF network focuses on environment and health and sustainable development in relation to gender justice, social justice, poverty eradication and human rights. Our approach is to jointly implement practical projects and policy-influencing activities with partners in Europe and worldwide, always from a gender perspective. We have recognised that our strength is based on working from the local level to national and international levels. Our mission is to work for a healthy environment for all. Our overall goal is to achieve an equitable and sustainable future for all.

To fulfil this vision and mission WECF expects its staff¹, members², partners³, consultants and other alliances to believe in and act in accordance with the principles set out in this code of conduct.

This code of conduct is shared with all staff and annexed to all employment contracts and to the memorandum of understanding (MoU), which all members sign when joining the network. Furthermore, it will be the basis for all cooperation with natural or legal persons, civil society organisations, donors, public authorities, governmental and inter-governmental entities and business.

PRINCIPLES

¹ "Staff" is defined as employees, free lancers and volunteers.

² "Member" is defined as member of the WECF network.

³ "Partner" is defined as any natural or legal person with whom WECF jointly works on project of policy level.

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Respect for Universal Principles

We seek to advance international and national laws that follow a human rights approach⁴, promoting in particular sustainable development, environmental protection, gender equality, poverty eradication, public participation and social justice. In doing so, we respect the equal rights and dignity of all human beings.

Respect for All and Treating People Fairly

- We do not discriminate on grounds of race, gender, age, social class, beliefs or sexual orientation.
- We stimulate diversity amongst our staff, members and partners.
- We believe in putting people first not the system.
- We believe in a fair system of rewarding including a fair wage structure with a credible scale between highest and lowest paid worker.

Respect for Our Environment and Future Generations

- We promote the protection of our and our children's health, with a focus on a precautionary approach to environmental health.
- We actively promote the protection of our environment, including a nuclear free environment, fostering safe and sustainable management of energy, water and waste(-water), elimination of hazardous chemicals and technologies including agriculture free of hazardous pesticides and GMOs (genetically modified organisms).
- We support a transformation of our current unsustainable economy towards socially just economies operating within the carrying capacity of the planet, and which avoid unsustainable consumption and production practices, and respect the rights and needs of indigenous and rural people.

Making Choices in Accordance with Our Beliefs

⁴ "A human rights-based approach is a conceptual framework for the process of human development that is normatively based on international human rights standards and operationally directed to promoting and protecting human rights. Under a human rights-based approach, the plans, policies and processes of development are anchored in a system of rights and corresponding obligations established by international law." (see UN Declaration)



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- We do not accept economic reasons for compromising on our children's health, our own health and the environment.
- We do not participate in actions that are not compatible with our principles and objectives.
- We do not seek funding from donors, including businesses that are not in line with WECF's objectives and principles.

Being Transparent and Accountable

- We commit to transparent relationships with partners and other civil society organisations, freely and as equals.
- We are accountable to donors, partners and members. Annual reports (narrative and financial) will be published and regularly audited.
- We respect the rights of our donors: to be informed about causes for which we are fundraising and to be informed about how their donation is being used.
- We make any source of funding public and ensure that donations are free from direct or indirect obligations and/or influence on the policies and strategies of WECF and its partner organisations.
- We acknowledge funding sources in publications, event materials and on its website.

Governance, Participation and Learning

- We have open democratic, participatory, consultative problem-solving and non-discriminatory practices.
- We monitor and evaluate our activities and results, based in part on locally formulated indicators relating to process and outcome.
- We have a governing body (International Board of Trustees), which oversees the programme and the budgetary matters and gives a voice to our network members (International Advisory Board) in setting priorities for our work programmes.
- We are striving for dialogue by involving multi-stakeholders in our activities.
- We share information with all members and partners and invest in the necessary mechanisms to gather and exchange experiences.
- We encourage an interrelated transfer of knowledge and capacities between West and East and South and North.
- We promote professionalism and competence.

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Annex: Ethical Charter for Cooperation with Partners from Private Sector

WECF/WICF Ethical Charter for Cooperation with Partners from Private sector and Science

Annex to the WECF/WICF Code of Conduct

WECF/WICF expects its staff, volunteers, partners, consultants and other alliances to act in accordance with the principles set out in the Code of Conduct. In addition to the WECF/WICF Code of Conduct the Ethical Charter deals specifically with partnerships with private sector and scientific organisations and serves as an addendum to the Code of Conduct.

Our vision for Cooperation with Business

WECF/WICF encourages cooperation with social responsible business partners, businesses which are working on a transformation for environmentally sustainable products and services, produced and delivered in full respect of human rights, workers rights and women's rights, and transparent monitoring and reporting on the impact of their products on women, indigenous peoples, local communities and the environment, throughout the lifecycle. We look for cooperation with business partners which apply the precautionary principle, take full responsibility for any damage or pollution, do not evade taxes, and report transparently on their social, gender and environmental policies and impact, through a.o. annual reports, fair-trade labels and eco-labels.

Possible Forms of Cooperation with Business

- Voluntary work: employees offering their specific competence/know-how/experience to WECF/WICF;
- Targeted sponsorship: financing WECF/WICF's publications, websites, events in return for publicity of respective financial sponsor (e.g. via showing the logo on WECF/WICF's website);
- Strategic partnership: transfer of knowledge, sharing of strategic thinking, corporate responsibility policies etc.;
- Joint working on campaigns and projects, forming coalitions.
- Financial support: financing projects, organising common events etc.;
- In kind support: donation of products, materials etc.;

Our Requirements towards Cooperation Partners in Business

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- We expect from every cooperation partner to respect our principles enshrined in the Code of Conduct and the Ethical Charta for Cooperation with Business, as mentioned under “making choices in accordance with our beliefs” this excludes any partner involved in unsustainable and harmful activities and technologies such as among others GMOs, synthetic Pesticides, mining, nuclear and fossil energy.
- WECF/WICF does not take funding from donors that *obviously* do not respect human rights, in particular women’s rights.
- WECF/WICF will use available tools/reports assessing the social and environmental responsibility as well as the lobbying practices of respective cooperation partners.
- The cooperation partner should be committed to a sincere and integrated strategy for sustainable development
 - Concerning its global strategy (e.g. regarding the ecological footprint, health impact and socio-economic impact of the business)
 - Concerning its production and/or sales strategy.
- The cooperation partner should accept to share information and exchange ideas with WECF/WICF on its product composition, production processes, especially concerning their environmental and health impacts.

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