

## **Mighty Earth – Ethical Guidelines**

**Revised December 8, 2017**

Mighty Earth is a progressive organization that works to ensure a living future for the planet and a more just society. Our core values include mutual respect, transparency, honesty, and the “Golden Rule,” as well as a dedication to doing our utmost at all times to achieve these goals.

As such, Mighty Earth strongly supports equal treatment and opposes discrimination based on race, religion, gender, gender identity, sexual orientation, national origin, social status, or disability. We will take strong and appropriate action to uphold these principles.

Consistent with our support for human rights and the environment, we will work to ensure respect for the laws, religions, and customs of the countries and regions where we operate.

Mighty Earth works to fight corruption around the world. As such, we expect the highest ethical standards from our own team members and partners, and will work to ensure an organization that is free of corruption and that advances ethical practices more broadly. Team members should immediately report any evidence of corruption or unethical behavior, and take preemptive steps to avoid situations that are exposed to corruption. Mighty Earth will take any steps possible to protect whistleblower confidentiality where desired. While gifts which in value follow local norms of politeness may be accepted under some circumstances, team members should take steps to avoid any appearance of impropriety.

Mighty Earth team members represent the whole organization, our movement, and our partners. In addition, we operate in a number of countries with strict legal, cultural, and religious standards that we are committed to respect. As such, the highest standards of behavior are expected. In particular, illegal use of drugs is strongly discouraged, and will be subject to disciplinary sanction. In addition, employees are strongly encouraged to abide by the strictest drug laws of any of the countries in which they operate, even when in another country.

A core goal of our work is support of human rights, including fundamental rights of workers to a safe and fair workplace. As such, we are dedicated to ensuring that our own workplace lives up to these values as well. We subscribe to the International Labor Organization’s and other prohibitions on child and forced labor, as well as the UN Declaration on Human Rights, and respect the rights of workers to associate freely. We will take strong action to ensure a workplace that is free of abuse, exploitation or harassment, and provide support as needed to any victims. Team members should report abuse, exploitation and harassment to Mighty Earth leadership, which will work to rapidly and promptly investigate any allegations, or appoint a third party to do so, while respecting the rights of any accused parties as well. Confidentiality will be maintained wherever possible by law. In cases where a team member is found responsible for misconduct, discipline can range from a warning to fines, demotion, or dismissal, depending on the severity of the misconduct. Retaliation against any team member who reports a violation of these ethical guidelines is not allowed, and will be subject to strict disciplinary sanction.

We welcome feedback from team members and partners on these ethical guidelines.

Our organization is wholly dedicated to making the world a greener, more just place. These ethical guidelines, and the spirit and values that animate them, are core to our purpose as an organization, and we will implement them in a steadfast and cooperative way.