



ETHICS POLICY

Date Adopted: Sept 2020

Date to Review: Sept 2023

Policy Statement

Human Rights at Sea (HRAS) is committed to ethical principles that enable it to operate with integrity and to ensure that its operations and partnerships do not undermine its vision, mission and values. The principles set out in this policy will underpin HRAS's behaviour and decisions both at an organisational and individual level.

Scope

The principles in this policy will apply to all HRAS policies. Governing bodies, staff and volunteers should actively consider the principles and how they can be integrated into all their work and decision making. Individuals at every level of the organisation should be held accountable for modelling the behaviours set out by the principles.

Standards

HRAS's Ethics Principles are informed by the following:

- [United Nations Guiding Principles on Business and Human Rights](#)
- [The United Nations Global Compact's 10 principles](#)
- [The National Council of Voluntary Organisation's Ethical Principles](#)
- HRAS's Core Values: Transparency, Clarity & Accountability

Ethics Principles

HRAS has six principles that apply across its work:

Beneficiaries first - HRAS's beneficiaries are at the heart of its mission and purpose. HRAS will carry out its purpose to provide the greatest benefits to its beneficiaries regardless of whether this may initially have a negative impact on HRAS.

Ethical culture – HRAS cultivates and promotes an inclusive culture that does not tolerate inappropriate, discriminatory, offensive or harmful behaviour towards any person who comes into contact with HRAS. It respects every individual's dignity, promotes diversity, inclusion and cultural respect in its governing bodies and workforce. HRAS is committed to challenging any instances of inequality and other power imbalances that leave some people at risk of harm either physically, or mentally. HRAS and its representatives will act with integrity, honesty and in accordance with all relevant legislative and regulatory requirements. To support this HRAS promotes a 'speak up' and transparent culture.

Transparent and accountable - All policies will have clear lines of accountability and responsibility, be communicated to staff and trustees and where appropriate training will be rolled out. Policies will be published as a minimum to meet NCVO guidance¹.

HRAS is committed to timely reporting and further disclosure of suspected misconduct incidents in accordance with its legal and contractual requirements.

Outward Facing approach to risk - In addition to managing risk of adverse impacts to HRAS, HRAS also considers potential adverse impacts on people, the environment and society which are caused, contributed to/or directly linked to HRAS.

Due Diligence, HRAS is committed to a due diligence approach to ensure it identifies and prevents or mitigates risks and remediates adverse impacts it finds. HRAS will take a prioritised approach to its due diligence based on the severity and likelihood of adverse impacts.

Code of Conduct for HRAS representatives

Representatives are expected to comply with the basic tenets of ethical conduct, integrity, and honesty. This includes not participating in or facilitating others' participation in any improper, unlawful and/or dishonest conduct.

HRAS policies may contain standards that representatives must follow both in their professional and personal life. Representatives must follow these standards and all responsibilities set out in policies.

Roles and Responsibilities

HRAS's CEO and ultimately the Trustees hold overall accountability for this policy. It is the responsibility of senior management to ensure the delivery and implementation of this policy. This includes ensuring

- All policies refer to the above principles
- All representatives are made aware of this policy with specific reference to the Code of Conduct clause within 15 days of starting their contract

Definitions

'Beneficiaries'. Beneficiaries are intended as those who benefit from the charity's work, as defined by the charity's purpose.

¹Annual Reports, approach to safeguarding, bullying and harassment, complaints procedure, whistleblowing policy