

## CODE OF CONDUCT

I conduct all duties with integrity and strive towards attaining a high standard of professional responsibility and achievement. I shall also maintain an unimpeachable standard of integrity in all working relationships both inside and outside the Gender and Mine Action Programme (GMAP).

I respect the dignity and integrity of every human being. I shall respect all people taking into account the sensitivities of their customs, habits, preferences and religious beliefs. I will not harass anyone sexually or in any other way and I will not behave in a way that is (or can be perceived to be) sexist and violate the dignity of another human being.

I intend to practice full transparency and ethical working practices. I declare any potential conflict of interest. I shall not accept any gifts or favours which are more than “token gifts” (e.g., pens, trinkets).

I do not abuse or misuse my position for personal benefits. I do not act in a way that would give the impression that I expect anything in return. I am impartial and do not favour anyone unfairly.

I do not discriminate against anyone on the basis of their gender, skin colour, ethnic origin, religion, age, political views, sexual preferences or disabilities.

I do not handle charged weapons or ammunition of any kind while on duty. I shall not drive a vehicle on duty under the influence of any illegal substances.

I will not make any public statement relating to political or military situations, including voluntarily providing evidence or information which may be known to staff by reason of their position, in any type of legal proceeding or to prosecuting authorities without prior authorisation from the management.

I shall not publish GMAP reports, articles, or research in external publications without prior approval of management.

I will not misuse, neglect and steal any of GMAP’s property.

I have read and understood to the above and agree to observe the GMAP Code of Conduct. I understand that a breach of the Code of Conduct can result in the cessation of my employment contract with GMAP. I will not knowingly conceal any breaching of the Code of Conduct by myself or others.

Signature \_\_\_\_\_ Place \_\_\_\_\_ Date \_\_\_\_\_