

# Martin Ennals Foundation – Ethical Guidelines

## Our values

The Martin Ennals Foundation is guided by the universal principles of human rights. We are part of the global human rights movement ensuring fundamental rights for everyone, everywhere. Integrity, equity and respect for the dignity of all persons, are the cornerstones of our values.

## Our mission

The Martin Ennals Foundation provides support and protection to human rights defenders (HRDs) at risk, who have shown exceptional commitment to the promotion of human rights. Our ambition is to strengthen the legitimacy and recognition of all HRDs who work in hostile and dangerous environments.

## Our Code of Conduct

The Martin Ennals Foundation's identity abides by the Universal Declaration of Human Rights, and is enriched by the diversity of the Martin Ennals awardees and our team, including volunteers, Board and Jury members.

We expect everyone involved with the MEF to abide by the same universal principles and to treat each other with respect, without any form of discrimination based on age, disability, pregnancy and maternity, status, political, gender, sexual or religious orientation, race, culture or ethnic background, or any other criteria incompatible with fundamental guarantees of human rights, both under Swiss and international law.

### a. Anti-harassment

The MEF does not tolerate illegal, bullying or intimidating behavior, sexual exploitation and abuse, and harassment, either within the MEF team, or with external partners and other stakeholders. This includes any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. It also includes the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. It also involves any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.

#### b. Anti-corruption and integrity

We do not tolerate corruption and other misuses of our resources and funds. Efforts to prevent corruption and mismanagement of funds are cross-cutting in MEF operations and the MEF works to ensure that contributions we receive from our donors, taxpayers, through gifts and donations will be spent according to agreed-upon plans and intentions. We avoid benefits of any kind that could potentially influence the decisions and activities of the MEF.

#### c. Diversity

Diversity is our strength. The Martin Ennals Foundation's organizational identity is enriched by the diverse background and realities of our Laureates and our team, including volunteers, Board and Jury members.

Diversity encompasses dimensions that include the identity and perspective that individuals bring with them. These dimensions include but are not limited to people's parental status, gender, ethnicity, sexual and political orientation, profession, abilities, geographic origin and age.

Diversity is considered to include everyone; reaches beyond non-discrimination policies to ensure dignity and respect for all; and aims to create an environment that encourages learning from diverse perspectives.