

Iles de Paix is a development NGO which aspires to a world where everyone can live decently and develop their potential; a mutually supportive world that promotes universal access to human rights in a well-preserved environment.

In Africa and Latin America, Iles de Paix supports the development of sustainable family farming and dignified living conditions for farmers. In Belgium, the NGO raises awareness among citizens and challenges decision-makers on global issues, particularly on the right to food and the need to build sustainable food systems.

Respect for integrity at Iles de Paix

All Iles de Paix's collaborators, namely employees in Belgium and in the field, trainees, volunteers, people who perform services on behalf of Iles de Paix and members of Iles de Paix's Board of Directors and General Assembly are required to accept and adhere to the standards set out in this Code of Ethics and Conduct.

These principles are mainly applicable in a professional context. However, collaborators' attitudes, political activities (and other ones) and relationships that take place outside professional context cannot affect the dignified, neutral, impartial and honest exercise of their function, nor the association's image.

The Code is in no way a substitute for an existing legal or regulatory provision.

Guidelines for ethical conduct

The 8 guidelines/tags for ethical conduct within the association, which are set out below, are based on the four values of Iles de Paix, namely solidarity, responsibility, respect and trust.

As a collaborator of Iles de Paix, I commit to :

x Respect individuals, local cultures and the environment

I respect the individuals' dignity and differences. I pay attention to local cultures and customs. I refuse all paternalistic behavior.

I maintain a professional environment characterized by working relationships based on mutual respect as well as respect for the environment, being careful to limit my own environmental footprint as well as the association's one.

x Refuse any form of discrimination

I must avoid any form of discriminatory or hurtful behavior based in particular on race, skin color, ancestry, national or ethnic origin, nationality, sex, sexual orientation, civil status, birth, age, fortune, religious, political or philosophical convictions, state of health, disability, language, physical or genetic characteristic, social origin or parenthood.

✘ Refuse harassment, violence and exploitation

I can never engage in acts of harassment, exploitation or verbal, non-verbal, written, sexual or physical violence to any degree. I must report any such acts I am aware of. In accordance with international standards, sexual intercourse with children (i.e. anyone under the age of 18) is prohibited, as well as sexual intercourse with beneficiaries.

✘ Respect collaborators safety and health as well as the NGO's reputation

I behave in a way minimizing risks to others' safety and my safety, health and well-being. I do not work under the influence of alcohol or drugs; do not use or be in possession of illegal substances in Iles de Paix's vehicles nor on its premises.

✘ Respect standards, laws and institutions

In all circumstances, I comply with national and local laws ; with the association's internal rules, such as work rules and internal procedures. I inform Iles de Paix of any criminal conviction prior to my recruitment (as employee, trainee, member of IdP bodies, provider or volunteer) that could compromise the association integrity or might hinder my ability to fulfill my function.

✘ Work in accordance with the principles of fairness and impartiality

I avoid conflicts of interest. When I become aware of a conflict of interest situation or a risk of such a situation arising, I shall immediately inform my superior or my contact person at Iles de Paix. Any act of fraud is contrary to this code.

Fraud is defined as deliberately committing an act of deception to retain or obtain valuable property. I do not offer nor accept advantages to influence a decision.

Incentives may include cash compensation, hospitality, entertainments, travels, favors, contracts or hiring.

✘ Protect Iles de Paix's assets

I ensure that the human, financial and material resources as well as the sensitive information entrusted to me are used in an optimal way for the benefit of the NGO and its beneficiaries. I act in a responsible way, ensuring that these assets are not stolen, transferred, damaged or destroyed in an illicit manner.

✘ Report behavior contrary to this code

I am strongly encouraged to refer matters and situations that may contravene this Code to the appropriate persons.

If I suspect that other collaborators are acting illegally or improperly (abuse, fraud, corruption), I must immediately inform my supervisor or the Integrity Referent, who will initiate the complaints management procedure.