

Oxfam's Joint Code of Conduct

As one 'Oxfam' we are a strategic network of organizations working together internationally to find lasting solutions to poverty and injustice. We share a common vision, common philosophies and, to a large extent, common working practices. We all have the same brand values, the same passion and commitment. We have joined forces as an international confederation because we believe we will achieve greater impact by working together in collaboration with others.

Together we are working towards a world in which people can live with dignity, have their basic needs met and their basic rights respected, and have the ability to control their own lives.

It is important for us to ensure that the conduct of all people connected to our work is in keeping with the organization's beliefs, values and goals.

The purpose of this Code of Conduct is to give you guidance regarding the key issues of which you need to be aware, and the standards with which you are expected to comply. The Code applies all members of the Board of Directors of Oxfam Canada.

The Code reflects Oxfam's fundamental mission and values, and seeks to ensure that those representing the organization and its Board conduct themselves in a manner consistent with those values. Accordingly, violations of this Code may result in removal from the Board.

Code of Conduct: Standards and Values

I will:

1. Uphold the integrity and reputation of Oxfam by ensuring that my professional and personal conduct is demonstrably consistent with Oxfam's values and standards.

I will seek to maintain and enhance public confidence in Oxfam by being accountable for my professional and personal actions and by exercising the authority that associated with my position in an appropriate manner.

I will also be sensitive to, and respectful of, local customs and culture, even if the norms and values in that cultural context differ from the Code of Conduct.

I will if necessary seek (and will receive) support and advice from Oxfam

Members accept their shared responsibility and liability for the performance of the Board.

2. Treat all people with respect and dignity and challenge any form of harassment, discrimination, intimidation, exploitation or abuse.

I understand that in my capacity as a Board member of Oxfam Canada, I hold a privileged position of power and trust in relation to Oxfam staff, Oxfam partners and the communities that Oxfam serves. I understand that it is important to refrain from engaging in any act that has the effect of, or could be perceived as, abusing my position as a Board member.

Recognizing my role in supporting Oxfam's mission to challenge injustice and poverty, I will respect all peoples' rights, including children's rights, and I will contribute to a working environment characterized by mutual respect, integrity, dignity and non-discrimination.

I will refrain from engaging in any behavior that is exploitative, abusive or corrupt in any way.

I will respect all peoples' rights, including children's rights, and will not engage in any form of sexual abuse or exploitation of any persons of any age.

3. Perform my duties and conduct myself in a manner that avoids possible conflicts of interest with the work of Oxfam.

I will disclose to Oxfam any financial, personal or family interests in matters of official business, which may impact Oxfam's work. Examples include, but are not limited to, contracts for goods or services, and employment or promotion within Oxfam, partner organizations, or beneficiary groups.

I will inform Oxfam of any intention to seek a nomination as a prospective candidate or another official role for any political party or public office to clarify whether any conflict, or perceived conflicts, with

my duties with Oxfam may exist.

I will not accept gifts from governments, beneficiaries, donors, suppliers, employees and other persons, which have been offered to me as a result of my association with Oxfam and/or my status as a member of the Board.

I will not offer Oxfam's services to any third party in exchange for any services or favors from others, nor will I offer, give, or accept any bribes.

4. Be responsible for the use of information, equipment, money and resources to which I have access by reason of my association with Oxfam.

I will keep confidential any proprietary, confidential, or other sensitive information regarding Oxfam and its operations.

I will not make any statements, in any form, on behalf of Oxfam without prior authorization.

4. Promote human rights, protect the environment and fulfill my duties in a lawful and ethical manner.

I will ensure that my conduct is consistent with the human rights framework to which Oxfam subscribes.

I will fulfill my duties to Oxfam in a lawful and ethical manner.

I will notify Oxfam of any charges or claims made against me that may cause reputational harm to Oxfam or interfere with my ability to perform the duties of my position as a Board member.

I have read carefully, understand the Oxfam Board Code of Conduct, and hereby agree to abide by it. I understand that if I violate this Code, I may be removed from my position on the Board. I also understand that if I witness or receive information regarding conduct by a Board member or employee that violates this policy, I must report the conduct promptly to the Board Chair, a member of the Board Executive or the Executive Director.

Name.....

Signature

Date.....