



Crop Trust Values, Ethical Principles and Compliance Framework

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Preamble

The Crop Trust is an autonomous international organization, established under international law. The mission of the Crop Trust is to ensure the conservation and availability of the world's crop diversity for future food security.

Ensuring the highest standards of quality, efficiency, competence, integrity and ethics in its operations and cooperation with partners is of paramount importance to the Crop Trust. This document outlines our key values and ethical principles.

Compliance framework

In undertaking its work, the Crop Trust respects and upholds the regulations, guidelines and compliance covenants surrounding fundamental environmental and social responsibilities and financial regulations that are embodied in international covenants, Agreements and Treaties. These compliance covenants include, in particular:

- the fundamental conventions of the International Labor Organization;
- the United Nations Universal Declaration of Human Rights;
- the UN Convention on the Elimination of Discrimination against Women (CEDAW);
- the UN Convention on the Rights of Persons with Disabilities;
- the International Covenant on Civil and Political Rights;
- the United Nations Guiding Principles on Business and Human Rights;
- the United Nations Convention on the Rights of the Child;
- relevant resolutions of the UN Security Council, and in particular those the Resolutions on Women, Peace and Security;
- the United Nations Convention Against Corruption;
- the anti-money laundering and terrorism financing standards and best practices identified of the Financial Action Task Force (FATF)¹;
- relevant guidelines and principles of other major financing institutions such as those of the “Anti-Money Laundering & Countering Financing of Terrorism Risk Management” of the International Finance Corporation (IFC);
- United Nations Principles for Responsible Investment (PRI);
- the Ten Principles of the United Nations Global Compact²;
- UN Personal Data Protection and Privacy Principles.

The Crop Trust also operates within the context of applicable international agreements on environmental and climate protection and conservation of natural resources such as the United Nations Framework Convention on Climate Change (UNFCCC), the Convention on Biological Diversity (CBD), the Convention to Combat Desertification (UNCCD), the Paris Agreement enacted in 2016, the Rio Declaration on Environment and Development, the Kyoto Protocol, the International Treaty on Plant Genetic Resources for Food and Agriculture (ITPGRFA), the Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization, to name some of the most significant.

The Crop Trust is also committed to carrying out its activities in accordance with relevant compliance covenants set forth by the European Union, the Federal Republic of Germany (and its major financing institutions), as well as those of other major financing institutions,

¹ The Financial Action Task Force (FATF) is an independent inter-governmental body that develops and promotes policies to protect the global financial system against money laundering, terrorist financing and the financing of proliferation of weapons of mass destruction. The FATF Recommendations are recognized as the global anti-money laundering (AML) and counter-terrorist financing (CFT) standard.

² The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights and Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption and set forth the fundamental responsibilities or organizations in the areas of human rights, labor, environment and anti-corruption.

recognizing that these compliance covenants represent wholesome business and operational practices and furtherance of business integrity. These include, for example, (but are not limited to) principles set forth in KfW Development Bank's "Sustainability Guideline: Assessment of Environmental, Social and Climate Performance: Principles and Process" and its declaration on human rights, the Code of Ethics of the German Corporation for International Cooperation GmbH (GIZ), the EU "Human Rights and Democracy Action Plan", as well as relevant compliance covenants of other major financing institutions such as the "Environmental, Health and General Safety Guidelines" of the International Finance Corporation (IFC).

The Crop Trust ensures that all of its activities and operations are consistent with its Executive Board approved Rules and Regulations as are amended time to time.

This Statement is provided to all Crop Trust staff (including the Senior Management Team, complementary staff, advisors and consultants) together with contracts of employment. This Statement is also provided to all Executive Board members and Finance and Investment Committee Members as part of their orientation package.

Crop Trust Values and Ethical Principles

The Crop Trust acts in compliance with universal ethical values and principles embodied in the national and international legal norms, Conventions, Treaties and Agreements mentioned above and in accordance with Crop Trust policies and procedures that reflect the ethical values and principles embodied in these important covenants. In particular:

- The Crop Trust operates with integrity, honest, respect for human dignity, openness and non-discrimination.
- The Crop Trust believes that the gender, cultural and national diversity of staff groups contribute to its intellectual strength and effectiveness as an international organization and thus strives to provide a fair and equitable treatment to its staff without regard to nationality, race, gender, religion, political persuasion, marital status, or sexual orientation.
- The Crop Trust is committed to upholding the rights of persons with disabilities in line with the provisions of the UN Convention on the Rights of Persons with Disabilities and has policies in place to protect against discrimination with regard to hiring, advancement, employee compensation, job training, and other terms, conditions, and privileges of employment.
- The Crop Trust strives to provides a safe and well-equipped work environment and provides opportunity for staff participation in matters that affect the staff and their work and makes every reasonable effort to accommodate persons with disabilities.
- The Crop Trust fosters a corporate culture in which teamwork and open communication can flourish and is committed to promoting equal opportunities and equal access to professional development for the Crop Trust's staff.
- The Crop Trust respects and upholds the principles of the UN Declaration on the Elimination of Violence against Women and the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and has systems in place for preventing, reporting, and dealing with matters of discrimination, including sexual harassment, sexual exploitation, sexual abuse and gender-based violence. It requires its partners and suppliers to acknowledge the principles of CEDAW and includes provisions in its Project Agreements and Service Contracts for sanctions in case of non-compliance, including termination and return of all or part of funds.

- The Crop Trust promotes an organizational culture that promotes gender equality and women's empowerment (by, for example, ensuring equal representation of women in its staff, executive management and its Board; ensuring equality in all areas of employment including hiring and promotion, and gender-parity with regard to access to training; ensuring gender-balanced representation in processes, decision-making bodies, leadership structures).
- Environmental and social responsibility is one of the guiding principles of our work. This applies to the way we set our conditions of employment, how we manage our operations and the way in which we engage with our partners and suppliers.
- In particular, the Crop Trust condemns discrimination (in any form), harassment, bullying, intimidation, verbal abuse, physical abuse or punishment, forced or compulsory labor, child labor, sexual harassment or exploitation, or any form of human rights abuses.
- The Crop Trust does not tolerate and takes actions to prevent all forms of corruption, collusion, fraud, bribery, money laundering, embezzlement, misappropriation of funds, conflicts of interest, favoritism, nepotism and other corrupt or fraudulent financial practices.
- The Crop Trust takes seriously its role as financial steward and manages the funds with which it is entrusted with due regard to economy and efficiency. The Crop Trust upholds the highest standards of integrity in the administration of such funds, including the prevention of fraud and corruption
- The Crop Trust undertakes efforts to ensure that any funding it receives or provides to partners is not used in violation of relevant UN conventions, the International Covenant on Civil and Political Rights (in particular Part III) and relevant resolutions of the UN Security Council and are diverted to support or promote terrorism, violence, armaments, weapons, drug trafficking, pornography, money laundering, or any sanctionable practices.
- The Crop Trust requires that its partners and suppliers use any money they receive from the Crop Trust with due regard to economy and efficiency and uphold the highest standards of integrity in the administration of such money, including the prevention of fraud and corruption.
- As a custodian of information on staff and partners, the Crop Trust strives comply with national and international conventions and legislation with regard to handling and storage of personal information and takes seriously its responsibility with regard to transparency and accountability as it relates to personal data use, processing and retention.
- The Crop Trust expects and provides a mechanism (Whistleblower Policies and Procedures contained in the Personnel Policies and Procedures Manual) for staff to report any concerns of unethical or illegal conduct without fear of retaliation.