



Ethical Code of Business Conduct

ActionAid UK (AAUK) is committed to achieving the highest ethical standards in all that we do. This Ethical Code has therefore been developed to clearly set out the ethical standards which apply to AAUK's UK business activities, and which we want our suppliers and partners to also achieve.

AAUK is a member of the ActionAid International (AAI) federation. Our role is to carry out influencing work in the UK, and to raise funds for our partner organisations to deliver programme work in developing countries. The AAI Secretariat has a mandate for putting in place global policies and procedures, and for ensuring compliance with them. For this reason, there are already global policies in place which cover many of the principles set out below. However, there is currently no global policy document which pulls together a common set of ethical standards for business conduct across the federation.

AAUK is therefore committed to working with AAI to support the agreement of a single common set of ethical standards, which will apply to business dealings across the federation and all our supply chains in due course.

Principles

Business Ethics and Integrity

We have a zero tolerance approach to corruption, fraud, and bribery. As a minimum we will comply with the requirements of the Bribery Act 2010 and all applicable anti-bribery, anti-money laundering, anti-terrorism and proceeds of crime laws, rules and regulations.

Legal Compliance

We will comply with all applicable laws and regulations.

Transparency and accountability

Subject to protection of personal data and commercial confidentiality as required, we aim to be open and accountable in all our business dealings. We have in place robust governance structures and systems, maintain true accurate and appropriate record keeping, have clear decision making processes, and aim to be transparent and fair in the award of contracts.

Human Rights

We respect the inherent dignity and equal rights of all members of the human family, as proclaimed in the UN Universal Declaration of Human Rights. We will avoid engaging in, and as far as reasonably possible benefiting from, any activity which would result, directly or indirectly, in the abuse of human rights. We are committed to keeping our workplace free of any form of harsh or inhumane treatment.

Equality and Diversity

We are committed to treating all people fairly and equally, and welcome diversity in the workplace. We will not engage in, and will take active steps to prevent, discriminatory behaviours on the basis of age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, colour, ethnic or social origin, religion or belief, sex, sexual orientation, or any other protected status.

Health and Safety

We will provide a safe and healthy working environment for our employees, on-site contractors, volunteers and visitors, and comply with all applicable laws and regulations.

Environmental

We recognise our responsibilities towards the environment and are committed to reducing any negative impact on the environment that our work may have. This includes having policies in place to encourage the responsible use of resources and to reduce our output of all types of waste and harmful emissions.

Code of Fundraising Practice and Guidance

We are committed to the highest standards of ethical engagement with members of the public and supporters in any fundraising activity that we undertake. We will adhere to, and require that any professional fundraiser or commercial participators fundraising on our behalf are compliant with, the Fundraising Regulator's Code of Practice and Guidance

Tax Avoidance

We are opposed to immoral tax practices, which deprives poorer countries of much-needed funds to deliver vital public services. We are committed to ensuring compliance with all proper requests to pay taxes, duties, and charges imposed or levied on us.

Modern Slavery and Child Labour

We will apply a zero tolerance approach to tackling the practice of modern slavery, child labour, trafficked, bonded, or compulsory labour in any of its forms

Guidance on the application of this Code: *The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent the exceeding of these standards. Suppliers and Partners applying this code are expected to comply with national and other applicable law and, where the provisions of law and this code address the same subject, to apply that provision which affords the greater protection.*