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Ethical Principles

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Introduction

At FAIRACTION International, we believe that integrity, accountability, and respect are foundational to achieving our mission of providing sustainable water solutions worldwide. Our Ethical Principles guide every aspect of our operations, from strategic planning to daily activities, ensuring that we not only meet but exceed the ethical expectations of our stakeholders and the communities we serve.

These principles are not merely guidelines; they are a commitment to conduct that influences our decision-making processes, our interaction with communities, and our relationships with partners and donors. By adhering to these principles, we strive to create a positive impact that is sustainable, equitable, and respectful of all individuals' rights and dignity. As we navigate the complex challenges of international development, these principles serve as our compass, helping us maintain our course toward ethical excellence and transparency. Below, we detail each principle that

defines our organizational ethos and supports our dedication to making a meaningful difference in the lives of the people and communities we engage with.

These ethical principles apply universally across all FAIRACTION subsidiaries, both existing and future establishments, encompassing contractors, full-time and casual staff, employees, and volunteers engaged in any capacity with FAIRACTION, whether in person, online, or remotely, as long as they are affiliated with FAIRACTION.

Integrity and Transparency

At FAIRACTION, we uphold the values of integrity and transparency as foundational principles guiding our actions and decisions. Here's a detailed overview of how we implement these principles:

Honest Communication:

- We prioritize honest and open communication in all our interactions, both internal and external.
- Our team members are encouraged to communicate transparently, sharing information openly and honestly with colleagues, partners, and stakeholders.

Clarity in Operations:

- We ensure that all our operations and processes are clearly documented and easily understandable by all stakeholders.
- Our policies, procedures, and decision-making criteria are transparently communicated to ensure clarity and alignment with our organizational values.

Public Accessibility:

- We make our activities, decisions, and outcomes publicly accessible through various channels such as our website, social media platforms, and annual reports.
- Our financial records, project reports, and governance structures are transparently presented to foster trust and accountability among

stakeholders.

Ethical Conduct:

- Integrity is embedded in our code of conduct, guiding the behavior of all individuals affiliated with FAIRACTION.
- We prioritize ethical conduct in all aspects of our work, ensuring that our actions align with our organizational values and ethical standards.

Continuous Improvement:

- We regularly review and assess our practices to identify areas for improvement in integrity and transparency.
- Feedback mechanisms are in place to solicit input from stakeholders, allowing us to address concerns and enhance our transparency and integrity practices over time.

These principles of integrity and transparency are fundamental to our organizational culture, guiding us in building trust with our stakeholders and ensuring the ethical conduct of all our operations.

Respect for Human Dignity:

At FAIRACTION, we are committed to upholding the inherent dignity of every individual involved in or impacted by our projects. Here's how we implement this principle:

Inclusive Practices:

- We embrace diversity and inclusivity in all aspects of our work, recognizing and respecting the unique perspectives and contributions of individuals from diverse backgrounds.
- Our projects are designed and implemented in a manner that promotes equality, nondiscrimination, and respect for cultural diversity.

Empowerment:

- We empower individuals, particularly marginalized and vulnerable groups, to actively participate in decision-making processes related to our projects.
- We strive to create opportunities for meaningful engagement, ensuring that the voices and concerns of all stakeholders are heard and valued.

Safety and Well-being:

- We prioritize the safety, well-being, and rights of all individuals involved in our projects, including beneficiaries, staff, volunteers, and partners.
- Our policies and practices are designed to create safe and inclusive environments, free from harassment, discrimination, or exploitation.

Dignified Treatment:

- We ensure that all interactions with individuals involved in our projects are characterized by respect, empathy, and dignity.
- Our staff and volunteers are trained to recognize and address the unique needs and circumstances of each individual, ensuring that they are treated with compassion and sensitivity.

Cultural Sensitivity:

- We recognize the importance of cultural sensitivity in our interactions with diverse communities, respecting local customs, traditions, and beliefs.
- Our approach is guided by a deep understanding of the cultural context in which we operate, ensuring that our interventions are respectful and culturally appropriate.

By upholding the principle of respect for human dignity, we demonstrate our commitment to fostering inclusive and equitable development, where every individual is valued, respected, and empowered to participate fully in society.

Accountability

At FAIRACTION, we prioritize accountability in all aspects of our operations, ensuring that we fulfill our commitments to stakeholders, donors, and the communities we serve. Here's how we implement this principle:

Transparent Reporting:

- We maintain transparent and accurate records of our financial transactions, project activities, and outcomes, ensuring that stakeholders have access to comprehensive information about our operations.
- Regular reporting mechanisms are established to provide updates on project progress, challenges, and achievements to all relevant parties.

Responsible Resource Management:

- We adhere to rigorous financial management practices, ensuring that resources are used efficiently, effectively, and in accordance with donor requirements and organizational policies.
- Robust internal controls are in place to prevent misuse or misappropriation of funds, with regular audits conducted to ensure compliance with established standards.

Outcome-Oriented Approach:

- We focus on achieving tangible and sustainable outcomes in our projects, measuring success not only by outputs delivered but also by the long-term impact on the communities we serve.
- Outcome indicators are established at the outset of each project, and progress toward achieving these indicators is regularly monitored, evaluated, and communicated to stakeholders.

Community Engagement:

- We actively engage with community members and beneficiaries throughout the project lifecycle, seeking their input, feedback, and

participation in decision-making processes.

- Community oversight mechanisms are established to ensure that project activities are responsive to local needs, priorities, and aspirations, fostering a sense of ownership and accountability among community members.

Continuous Improvement:

- We are committed to continuous learning and improvement, regularly reviewing our practices, policies, and performance to identify areas for enhancement and innovation.
- Feedback mechanisms are established to solicit input from stakeholders and incorporate lessons learned into future project planning and implementation processes.

By upholding the principle of accountability, we demonstrate our commitment to responsible stewardship of resources, transparent governance, and meaningful engagement with stakeholders, thereby maximizing the impact and effectiveness of our interventions.

Sustainability

At FAIRACTION, we understand sustainability as encompassing environmental, social, and economic dimensions. Our commitment to sustainability extends beyond environmental conservation to include the long-term well-being and resilience of communities. Here's how we integrate this holistic approach into our projects and initiatives:

Environmental Impact Assessment:

- Before initiating any project, we conduct thorough environmental impact assessments to understand the potential ecological consequences and identify measures to mitigate negative effects.
- These assessments consider factors such as biodiversity, water quality, land use, and carbon emissions, ensuring that our projects are environmentally responsible.

Sustainable Practices:

- We prioritize the use of sustainable materials, technologies, and methods in project implementation, aiming to minimize resource consumption, waste generation, and environmental degradation.
- Alternative energy sources, water-saving techniques, and eco-friendly construction materials are incorporated into project designs wherever feasible.

Community Empowerment:

- We empower communities to become stewards of their natural resources, providing training and support for sustainable agriculture, water management, and conservation practices.
- Community-based natural resource management committees are established to oversee the sustainable utilization of local ecosystems and promote biodiversity conservation.

Long-Term Planning:

- Our projects are designed with long-term sustainability in mind, considering the social, economic, and environmental factors that influence their viability beyond the initial implementation phase.
- We work closely with local stakeholders to develop strategies for maintaining project benefits over time, including capacity-building initiatives and income-generating activities.

Monitoring and Evaluation:

- We monitor the environmental performance of our projects through regular assessments and evaluations, tracking indicators such as habitat quality, water availability, and soil health.
- Feedback from communities and environmental experts is used to adjust project strategies and ensure that sustainability objectives are being met.

By prioritizing sustainability, we aim to create lasting positive impacts on the environment and enhance the resilience of communities to environmental challenges, ensuring a better future for generations to come.

Community Empowerment:

We prioritize the empowerment of local communities by fostering active participation, providing capacity-building opportunities, and ensuring they have a voice in decisions affecting their lives. This principle underscores our belief in the importance of community ownership and self-determination in achieving sustainable development.

Participatory Needs Assessment:

- participatory needs assessments to understand the specific challenges, priorities, and aspirations of the communities we work with, ensuring tailored interventions.
- Engage community members in decision-making processes to ensure their voices are heard and their needs are addressed effectively.

Capacity Building Workshops:

- Organize capacity building workshops and training sessions on relevant topics such as leadership, entrepreneurship, sustainable agriculture, and health and hygiene practices.
- Equip community members with the skills and knowledge they need to drive positive change and take ownership of development initiatives.

Resource Mobilization Support:

- Provide support and guidance to community groups in mobilizing local resources, accessing external funding opportunities, and establishing income-generating activities.
- Strengthen economic resilience and self-sufficiency within communities by empowering them to manage and invest in their own development projects.

Gender and Social Inclusion:

- Promote gender equality and social inclusion by actively involving women, youth, persons with disabilities, and other marginalized groups

in decision-making processes and leadership roles.

- Ensure that development interventions are inclusive and address the specific needs and concerns of all community members.

Community-Led Initiatives:

- Facilitate the formation of community-led initiatives and self-help groups, empowering local residents to address social issues collectively and manage natural resources sustainably.
- Support communities in identifying and implementing solutions that are culturally appropriate and contextually relevant to their specific circumstances.

Advocacy and Networking:

- Assist communities in advocating for their rights, accessing essential services, and engaging with local authorities and policymakers to address systemic barriers to development.
- Foster partnerships and networks that amplify community voices and support collective action towards achieving common goals.

Monitoring and Evaluation:

- Engage communities in monitoring and evaluating the impact of development interventions, soliciting their feedback and incorporating their insights into project adaptation and refinement processes.
- Ensure that projects are responsive to community needs and aspirations, and that resources are utilized effectively to maximize positive outcomes.

Through these empowerment strategies, we aim to foster self-reliant, resilient, and empowered communities capable of driving their own development and shaping a brighter future for themselves and future generations.

Equity and Inclusion:

Striving for equity and inclusion by actively working to remove barriers to participation for marginalized or disadvantaged groups, including women, children, and people with disabilities.

Accessibility Measures:

- We ensure that our project activities, facilities, and information are accessible to all community members, irrespective of gender, age, ability, or socio-economic status.
- Tailored accommodations and support services are provided to guarantee the full participation of marginalized or disadvantaged groups in our project planning, decision-making, and implementation processes.

Gender Mainstreaming:

- Gender considerations are integrated into every aspect of our project design, implementation, monitoring, and evaluation.
- We actively involve women in decision-making processes, capacity-building initiatives, and income-generating activities to promote their empowerment and leadership.

Child Protection:

- FAIRACTION adopts robust child protection policies and protocols to safeguard the rights and well-being of children participating in our project activities.
- We provide age-appropriate information and resources to educate children and caregivers about their rights, risks, and available support services, empowering them to protect themselves.

Disability Inclusion:

- We prioritize disability inclusion by ensuring that our project activities are accessible and inclusive for people with disabilities.
- Collaborating with disability organizations and individuals, we identify barriers and develop inclusive solutions that promote equal participation and opportunities for all community members.

Social Protection Measures:

- FAIRACTION advocates for the rights and entitlements of marginalized or vulnerable groups, working to address systemic inequalities and provide social protection mechanisms.
- Collaborations with local authorities, civil society organizations, and community leaders strengthen social support networks and access to essential services for those at risk of exclusion or discrimination.

Sensitization and Awareness:

- We conduct sensitization sessions and awareness campaigns to challenge stereotypes, prejudices, and discriminatory practices within communities.
- Promoting dialogue and understanding fosters a culture of respect, acceptance, and inclusion, encouraging empathy and mutual support among all community members.

Non-Discrimination:

Ensuring that no individual or group is discriminated against on the basis of race, religion, ethnicity, gender, age, disability, or any other status.

Policy Framework:

- FAIRACTION operates under a strict non-discrimination policy that prohibits discrimination in all aspects of our operations, including recruitment, project implementation, and service delivery.
- This policy is embedded in our organizational culture and communicated to all stakeholders, emphasizing our commitment to promoting equality and respecting diversity.

Equal Opportunity:

- We provide equal opportunities to all individuals, regardless of their race, religion, ethnicity, gender, age, disability, or any other status.
- Fair and transparent selection criteria are applied during recruitment, procurement, and beneficiary identification processes to ensure

fairness and impartiality.

Awareness and Sensitization:

- Regular awareness-raising sessions and sensitization campaigns are conducted to foster understanding, empathy, and respect for diversity among staff, partners, and community members.
- These initiatives challenge stereotypes, prejudices, and discriminatory attitudes, promoting a culture of inclusivity, acceptance, and mutual respect.

Complaints Mechanism:

- FAIRACTION maintains a robust complaints mechanism that allows individuals to report instances of discrimination or unfair treatment confidentially and without fear of reprisal.
- Reports are thoroughly investigated, and appropriate actions are taken to address any instances of discrimination and prevent recurrence, demonstrating our zero-tolerance approach to discrimination.

Accessibility and Accommodation:

- We strive to make our facilities, services, and activities accessible to all individuals, including those with disabilities or special needs.
- Reasonable accommodations are provided upon request to ensure that everyone can fully participate in our programs and activities without facing barriers or discrimination.

Continuous Monitoring and Evaluation:

- FAIRACTION conducts regular monitoring and evaluation of its operations to assess compliance with non-discrimination principles and identify areas for improvement.
- Feedback from beneficiaries, stakeholders, and staff is used to gauge the effectiveness of our non-discrimination efforts and implement corrective measures as necessary.

By upholding the principle of non-discrimination, FAIRACTION reaffirms its commitment to equality, diversity, and human rights, striving to create inclusive environments where everyone is treated with dignity, respect, and fairness.

Protection and Safeguarding:

Implementing rigorous measures to protect all individuals, especially vulnerable groups, from any form of harm or abuse as a result of our activities.

Safeguarding Policy:

- FAIRACTION maintains a comprehensive safeguarding policy that outlines our commitment to preventing and addressing all forms of harm, exploitation, and abuse within our organization and projects.
- This policy is informed by international standards and guidelines, ensuring that our safeguarding measures align with best practices and prioritize the well-being of all individuals, especially vulnerable groups.

Risk Assessment:

- Prior to project implementation, thorough risk assessments are conducted to identify potential safeguarding risks and vulnerabilities within the target communities.
- Special attention is given to vulnerable groups, including children, women, elderly individuals, and persons with disabilities, to assess their specific protection needs and mitigate risks accordingly.

Code of Conduct:

- FAIRACTION has established a code of conduct that sets clear expectations for staff, volunteers, contractors, and partners regarding appropriate behavior, interactions, and boundaries.
- This code emphasizes respect, integrity, and professionalism in all interactions with beneficiaries and communities, helping to prevent potential safeguarding incidents and maintain trust.

Training and Capacity Building:

- All staff, volunteers, and partners undergo comprehensive training on safeguarding policies, procedures, and reporting mechanisms.
- Training sessions cover topics such as recognizing signs of abuse, responding to disclosures, and maintaining confidentiality, empowering individuals to play an active role in safeguarding efforts.

Reporting Mechanisms:

- FAIRACTION maintains confidential reporting mechanisms that allow individuals to report safeguarding concerns or incidents safely and without fear of retaliation.
- Reports are promptly investigated by designated safeguarding focal points, and appropriate actions are taken to address any safeguarding issues, prioritize the well-being of affected individuals, and prevent recurrence.

Continuous Monitoring and Evaluation:

- Regular monitoring and evaluation processes are in place to assess the effectiveness of our safeguarding measures and identify areas for improvement.
- Feedback from beneficiaries, staff, and partners is actively sought and used to strengthen safeguarding practices, ensuring that our interventions remain safe, ethical, and protective of all individuals.

By prioritizing protection and safeguarding, FAIRACTION demonstrates its unwavering commitment to ensuring the safety, dignity, and well-being of all individuals involved in our projects and activities, particularly those who are most vulnerable and at risk of harm.

Conflict of Interest Avoidance

Avoiding any conflicts of interest that might compromise the integrity of our operations or decision-making processes.

Policy Development:

- FAIRACTION has established clear policies and procedures to identify, prevent, and manage conflicts of interest among staff, board members, volunteers, and partners.
- These policies outline expectations for disclosing potential conflicts of interest and provide guidelines for addressing them transparently and ethically.

Disclosure Requirements:

- All individuals associated with FAIRACTION are required to disclose any actual or perceived conflicts of interest promptly and fully.
- This includes disclosing financial interests, personal relationships, or other affiliations that may influence decision-making or actions within the organization.

Assessment and Mitigation:

- Upon disclosure, conflicts of interest are assessed by designated authorities within FAIRACTION to determine their potential impact on organizational integrity and operations.
- Mitigation strategies are then implemented to manage conflicts appropriately, which may include recusal from decision-making processes, establishing safeguards, or seeking independent advice.

Transparency and Accountability:

- FAIRACTION prioritizes transparency in its handling of conflicts of interest, ensuring that all relevant stakeholders are informed of potential conflicts and the steps taken to address them.
- Transparent reporting mechanisms are in place to document and communicate decisions related to conflicts of interest, promoting accountability and trust within the organization and with external partners.

Ongoing Monitoring:

- Regular monitoring and review processes are conducted to identify emerging conflicts of interest and assess the effectiveness of existing

conflict management measures.

- Feedback from staff, board members, and external stakeholders is solicited to continuously improve FAIRACTION's conflict of interest avoidance policies and practices.

By proactively addressing conflicts of interest and maintaining transparency and accountability in decision-making processes, FAIRACTION upholds the highest standards of integrity and ensures that its actions are guided solely by the best interests of the communities it serves.

Adherence to Local and International Laws:

Complying with all relevant local and international laws and regulations, particularly those related to environmental protection, labor rights, and anti-corruption standards.

Legal Compliance Framework:

- FAIRACTION maintains a comprehensive framework to ensure compliance with all applicable local and international laws and regulations.
- This framework encompasses legal research, regular updates on regulatory changes, and the establishment of internal policies and procedures to align with legal requirements.

Environmental Protection:

- FAIRACTION adheres to environmental laws and regulations at both the local and international levels to minimize the environmental impact of its operations.
- This includes compliance with laws governing waste management, pollution control, resource conservation, and biodiversity protection.

Labor Rights:

- FAIRACTION upholds labor rights as outlined in local labor laws and international labor standards, including fair wages, safe working

conditions, and the right to collective bargaining.

- We ensure that all employees, contractors, and partners involved in our projects are treated fairly and ethically, with respect for their rights and dignity.

Anti-Corruption Standards:

- FAIRACTION maintains a zero-tolerance policy towards corruption in all its forms and complies with anti-corruption laws and regulations.
- We conduct due diligence on partners, contractors, and suppliers to mitigate the risk of corruption and bribery, fostering a culture of transparency and integrity throughout our operations.

Monitoring and Enforcement:

- FAIRACTION implements monitoring mechanisms to track compliance with local and international laws, conducting regular audits and assessments to identify and address any non-compliance issues.
- Non-compliance is addressed swiftly and effectively through corrective actions, training, and policy revisions to ensure continuous improvement and alignment with legal requirements.

By adhering to local and international laws and regulations, FAIRACTION demonstrates its commitment to ethical conduct, responsible governance, and the promotion of justice and fairness in all its endeavors.

Conclusion:

In adhering to these ethical principles, FAIRACTION demonstrates its unwavering commitment to integrity, accountability, and respect in all facets of its operations. By prioritizing transparency, sustainability, and community empowerment, we strive to create meaningful and lasting impacts while upholding the dignity and rights of all individuals. Through our dedication to non-discrimination, protection, and conflict of interest avoidance, we ensure that our actions align with our values and serve the best interests of those we aim to support. Furthermore, our steadfast commitment to legal compliance underscores our responsibility to operate ethically within the framework of local and international laws. Together, these principles guide our decision-

making processes and actions, driving us towards our mission of delivering sustainable solutions and fostering positive change in the communities we serve.