



## **Ethical guidelines**

YES Kilimanjaro Foundation aims on contributing to social, cultural and economic development in the Kilimanjaro region, Tanzania, to promote sustainable development in the community, especially in relation to the UN's sustainability goals. Inclusion of disabled people is vital in all our projects. The foundation works on the basis of the ethical standards founded in UN and ILO conventions on human rights, equality, social and economic rights.

## **Volunteering - economy**

The foundation is based on volunteering. Funds collected shall be channeled to projects and activities in accordance to the foundation's objectives, action programs and board decisions. The foundation is practicing full transparency of its activities, accounting conditions and how the funds are disposed.

## **Human obligations**

Volunteers, who become engaged to work for YES Kilimanjaro-supported projects, must respect the laws, culture and religions of the host country, as long as they do not violate international human rights, based on the foundation's core values and ethical guidelines. Volunteers shall report to the board about conditions that violate these values.

## **Inclusion**

YES Kilimanjaro's projects will help to strengthen human rights and equality. Our work will emphasize inclusion of people with a variety of disabilities, without discrimination based on race, social status, gender, sexual orientation, political and religious belonging, functional ability or disability. The Foundation does particularly emphasize the importance of strengthening rights for vulnerable people and their opportunities to master everyday life.

## **Equality**

Volunteers from YES Kilimanjaro will work on an equal basis with partners in the local projects and show respect for their attitudes and local culture. Funding and financial assistance from YES Kilimanjaro should not be used as means of pressure against people in a vulnerable situation, or to acquire personal benefits. The foundation will fight all kinds of sexual harassment, sexual exploitation and sexual abuse.

## **Fight against corruption**

Corruption or corruption-like conditions are not accepted. The foundation's management place great emphasis on detailed reporting of costs related to the projects together with systematic follow-up of the activities, both towards the board and to the auditor.

## **Drugs**

Use of alcohol or other drugs should not occur during work in our projects. Where Tanzanian regulations are more liberal than Norwegian, our volunteers will relate to Norwegian law. When driving, there is zero tolerance for the use of drugs. We expect moderation also during the free time.

## **Violation of the ethical guidelines and notification**

Notification of violation of the ethical guidelines is important in order to clean up critical circumstances and create a safer operating basis. Notifiers must first of all contact the foundation's management or board, which are obliged to follow up on relevant persons. In case of serious cases they must be reported to the adequate authorities.

