

# ETHICAL MANAGEMENT AND SOCIAL RESPONSIBILITY POLICY

## INTRODUCTION

Action Against Hunger is a global humanitarian organisation that fights against the causes and effects of hunger. We save the lives of malnourished children. We guarantee access to safe water and sanitation, food, livelihood resources, training, and basic healthcare, as well as strengthening skills, making it possible for children, women and men to free themselves of the threat of hunger.

Our identity as an organisation is shaped by our Mission (raison d'être) and Vision (how we see ourselves the future) and revolves around organisational culture (Principles and Values).

The Ethical Management and Social Responsibility Policy is in response to Action Against Hunger's Mission, Vision, Principles and Values:

### VISION

Our vision is a world without hunger. Therefore, at Action Against Hunger we mobilise all our resources to ensure that children and adults have access to enough food and safe water, and to ensure they can obtain them with dignity. We also deal with social issues for individuals who are in situations or at risk of social exclusion, with a view to their social and labour market integration.

### MISSION

Our mission is to save lives by ending hunger through the prevention, detection and treatment of malnutrition. Our goal is also to provide support, consultancy and technical assistance to foundations and organisations that primarily work in social action, and to help dealing with social issues for individuals.

### PRINCIPLES AND VALUES

We have a solid framework of Principles and Values in place, which is the foundation of all our actions, including:

- Our Charter of Principles (neutrality, independence, non-discrimination, free and direct access to victims, professionalism and transparency).
- Our Intervention Policy in operations (Policy Paper), comprising our 10 operational principles in the field: principles of humanitarian responsibility, protection of victims, advocacy, collaboration with the stakeholders, a commitment to improve training and capacity building, prioritising the most vulnerable groups, maximum participation of the beneficiaries, respect for the environment, integrated actions, and recovery of autonomy.
- Our Code of Conduct, which describes the basic rules of conduct, ethics and the essential principles for all workers and members of the Action Against Hunger team that must be taken into consideration. These standards are grouped into 3 main categories: standards related to Human Rights, standards related to social and labour rights, professional conduct and co-existence and standards related to other rights.
- Our values: the values of Action Against Hunger exist to give our organisation cohesion and are perceived every single day in the performance of our tasks, reflecting both our personal conduct and our management. Our distinguishing values are:

- Acting with courage: we will do whatever it takes to help the most vulnerable people, always acting with integrity and respect, regardless of the effort involved or the time required.
- Securing a long-lasting impact: our actions have a measurable impact, both in emergency situations and in the long term. We provide evidence, assume responsibilities and are always accountable.
- Learn constantly: we are continually innovating and looking for the latest advances. There are still many ideas left to discover and there is always a better way to do things.
- Leading by example: we are renowned experts in nutrition and trusted and respected the world over. We analyse, resolve problems, share knowledge and inspire others to act.
- Honesty: trusting our ability to meet objectives, we are both self-critical and transparent in the way we work.
- Generosity: we are loyal and help and facilitate collaboration with others, encouraging responsible empathy to avoid doing harm and showing caution with regard to others.

## SCOPE

The integration of this Policy is transversal across the entirety of the organisation's interventions. This management model is underpinned in the commitment of the organisation and its members to manage ethically and be socially responsible, as well as its integration in the strategy, processes and development of the organisation's activities as a whole.

Such aspects stem from the very nature of the organisation and are expressly stipulated, among others and first and foremost, in our Charter of Principles and Code of Conduct.

We declare our voluntary commitment to integrate into our operations, strategy and management all social, occupational, ethical, environmental and good governance aspects which go beyond the demands of legislation, and the commitment to encompass all those related to the social commitment undertaken to maximise the positive impact on our groups of interest.

## REQUIREMENTS AND PRINCIPLES

The integration of social, labour, ethical, environmental and good governance aspects which go beyond the demands of legislation are carried out internally and externally:

- At Action Against Hunger, we ensure the comprehensive fulfilment of the legislation in force, applying it to all our operations, and guarantee institutional agreements and commitments entered into with other organisations, public authorities, public and private institutions, and social organisations are respected.
- As set out in our Charter of Principles regarding transparency, at Action Against Hunger we are committed, in relation to our beneficiaries, partners and donors, to respecting

transparency and informing of the uses and management of the funding we receive, as well as providing every guarantee to verify it is managed properly.

- Furthermore, and complying with our principles of professionalism and non-discrimination, at Action Against Hunger we advocate the suitable management, recognition, training, and development of our staff, and oppose, in our action, any form of discrimination for reasons of sex, race, ethnicity, religion, nationality, ideology or social class, thereby fostering a safe working environment. We have a gender policy in place, in addition to a policy to protect against exploitation and sexual abuse, and a protocol to prevent any form of harassment, including sexual harassment.
- At Action Against Hunger, we are committed to bearing our responsibility to respect human rights. Our starting point is respecting the principles of humanitarian law and conventions and international frameworks (the Universal Declaration of Human Rights and frameworks in labour law established by the International Labour Organisation). Among other aspects, we demonstrate this commitment concerning the rights of childhood and youth (including the elimination of child exploitation and forced labour) the right of association (most notably the freedom of association and the right to collective negotiation) and the right to equal and satisfactory working conditions.
- At Action Against Hunger, we are committed to quality, and to the quality principles of the cooperation and humanitarian aid sector. In order to promote quality in our interventions, management model and procedures, we respect the following regulatory frameworks in relation to the quality and ethical basis of aid:
  - We comply with the Code of Conduct related to the International Red Cross in Disaster Relief, the Code of Conduct of Spain's Coordination Body of Cooperation for Development Organisations (CONGDE) and the ethical codes and best practices of the Spanish Association of Fundraising.
  - We are certified and/or accredited in the following standards and quality seals: in the SGE 21 Standard of Ethical and Socially Responsible Management System, from Forética, and in the Transparency and Good Governance tool from Spain's Coordination Body of Cooperation for Development Organisations (CONGDE).
  - We are accredited partners of the European Union and Spanish Cooperation for the implementation of projects under their financing.
  - We foster a work culture aligned with the principles of the Core Humanitarian Standards (CHS).
- We ensure practices are developed consistently with the respect and care for the environment and minimizing the negative impact of our operations.
- At Action Against Hunger, we recognise the need to have in place valid, reliable and relevant mechanisms of planning, monitoring and evaluation to ensure the fulfilment of our Ethical Management and Social Responsibility Policy, inside the framework of all our operations. For any dilemmas that may occur we will also take into consideration the decisions of our Ethics Committee.

## REVIEW MECHANISMS

The organisation is committed to reviewing this policy periodically and, if required, to adapting it to any new organisational demands that may arise.

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