

## **Ethical Code of the Biom Association — *Unofficial English Translation***

### **INTRODUCTION**

The Ethical Code of the Biom Association is established to define the unwritten rules of conduct and values that have been accepted and applied since the founding of the Biom Association. The purpose of this Ethical Code is to encourage further development of rules of conduct, moral principles, and principles of professional ethics within the Biom Association and in its environment for the benefit of nature and society as a whole. The provisions of the Ethical Code apply to members of the Association and to employees of the Association.

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## **BASIC ETHICAL PRINCIPLES**

### **Social Change and Non-Profit Orientation**

We believe that social change is the foundation of our work. The ideas that guide us are not directed toward personal gain but toward the well-being of nature and society.

### **Respect for Human Rights**

We believe that everyone has equal human rights. We believe society should strive to ensure equal opportunities for all regardless of gender, age, nationality, race, ethnicity, religion, social and economic status, language, education, physical and mental abilities, health status, disability, family status, sexual orientation, gender identity, etc. We believe everyone should be respected as a person in accordance with guaranteed rights to life, integrity, dignity, and privacy. As a civil society organization, we condemn all forms of direct or indirect discrimination on any basis, as well as any form of harassment and sexual harassment.

### **Activism**

We believe that everyone has personal responsibility toward society, which is reflected in actively advocating for the values we respect and acting for the social change we aim to achieve.

### **Responsibility and Transparency of Work**

As a civil society and non-profit organization, we are responsible to the public, our beneficiaries, partners, and the communities in which we operate. Our work is publicly accessible, whether activities, results, or financial data.

### **Expertise and Professionalism**

In our work, we are competent and professional. We are committed to continuous improvement of the quality of our work. We fulfill the promises and obligations we undertake, we are up-to-date, informed, and we respect the principles of good communication. We work and act honestly, objectively, and impartially.

## **Nature Protection**

In our work, we apply all principles of nature protection, including that everyone must behave in ways that contribute to biodiversity conservation and protect nature's public benefit. We apply the principle that non-renewable natural resources must be used rationally and renewable resources sustainably. Protecting nature is everyone's obligation, and in doing so we must prevent dangerous actions and damage, remediate damage if it occurs, and restore natural conditions that existed prior to the damage. In our work, we apply the precautionary principle where there is a threat of serious or irreversible harm to nature.

## **Raising Public Awareness**

We believe that raising public awareness about biodiversity, species and habitat threats, nature protection, and sustainable development is one of our core duties. In our educational activities, we apply all principles of good education.

## **Conflict of Interest Prevention**

We recognize that anyone may encounter situations where personal interests conflict with the interests of the Biom Association. We make efforts and establish procedures to identify and prevent existing and potential conflicts of interest promptly so that they do not harm the organization, our beneficiaries, partners, and collaborators.

## **Fundraising and Financial Responsibility**

When raising funds, we consider the organization's goals, programs, and real needs and capacities. Therefore, we submit project proposals and seek funds only for activities that align with our goals and programs. We responsibly manage funds entrusted to us, carefully manage finances, and consider effectiveness and efficiency.

## **Lawful Operations**

In our work and operations, we comply with all positive laws of the Republic of Croatia as well as international treaties. We adhere to Biom Association's Statute, this Ethical Code, and other Association acts.

## **Relations with Employees, Members, and Volunteers**

We respect the rights of our employees. Internal acts, rules, and procedures are created in ways that respect human rights. We treat employees, members, and volunteers with respect and dignity. We care about their health and social security. We invest in their development and enable them to realize their potential. We strive to adequately reward their efforts.

## **Reputation of the Association**

We are mindful of maintaining the reputation of the Biom Association and do nothing that would diminish the reputation of the Association, its members, volunteers, or employees. We do not use our organization to promote personal interests.

## **ETHICS COMMITTEE**

A procedure for violation of the Ethical Code is initiated based on a written complaint sent to the Association's headquarters or to [eticko.povjerenstvo@biom.hr](mailto:eticko.povjerenstvo@biom.hr). Complaints must specify the circumstances of the case and the behavior in question. Relevant documents and the provisions allegedly violated may also be submitted.

Zagreb, 21.12.2017.