Code of Conduct

Please read this Code of Conduct thoroughly. It will support you in your day-to-day work.

Plant-for-the-Planet supports the United Nations Environment Programme
Code of Conduct

Foreword

The Code of Conduct (hereinafter “Code”) is designed to guide us in upholding the values held by Plant-for-the-Planet.

Since 2007, Plant-for-the-Planet has built an extraordinary reputation worldwide by empowering children across the globe, inspiring tree plantings around the globe and running an exemplary forest landscape restoration and research project on the Yucatán Peninsula, Mexico. With the Plant-for-the-Planet platform (and other digital tools) we are lifting global ecosystem restoration mobilisation to a new level where everyone can easily participate.

We are a global and multicultural organisation. Nevertheless, we also believe local actions are often the first step towards global acting and thinking. To succeed in our aims, we rely on a culture that upholds our values of compliance, ethics, and integrity. Such a culture is powerful, especially in today's increasingly complex world with historical societal shifts. It helps us achieve our full potential: work better together, build local legitimacy and earn the trust of our partners, including donors, supporters, governments, and businesses.

Therefore, no matter what we do or where we work, we always respect Plant-for-the-Planet's values of compliance, ethics, and integrity: Opportunity orientation, Professionalism, Authenticity, Openness, Proactivity, Courage, Transparency. These values protect us individually as well as our organisation. We want all those associated with Plant-for-the-Planet to be leaders that lead by example, providing a secure and respectful environment to help those who come forward in good faith with concerns.

This Code of Conduct is designed to help each of us understand and fully meet these values. It explains how we can get help if we come across legal and ethical dilemmas in our daily work and how to report it if we witness something of concern. Each of us is required to comply fully with this Code.

Thank you for your commitment to uphold our values of compliance, ethics, and integrity on every occasion. Keep this Code handy and make it your own. Respect it and make sure it is respected around you. Remember, the spirit of the Code is as important as the written word. Come to us if you have questions.

We are all proud to be part of Plant-for-the-Planet. Help us keep it that way and bring a powerful and respected Plant-for-the-Planet to future generations delivering impact at scale.
Code of Conduct

Our mission is to empower children and youth to stand up for their future by advocating for climate justice and global ecosystem restoration and conservation. We want all generations and people all around the world to collaborate to prevent a climate catastrophe and ensure a sustainable future for humankind. With a shared vision of bringing back four trillion trees, we recognise the importance of dedicated individuals, including children, youth, employees, and partners, who are committed to addressing global challenges. Together, we can make a lasting impact and create a better world for present and future generations.

Felix Finkbeiner
Founder

Caroline Gusinda
Executive Manager
# Code of Conduct

## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreword</td>
<td>2</td>
</tr>
<tr>
<td>Contents</td>
<td>4</td>
</tr>
<tr>
<td>Some basics before we start</td>
<td>6</td>
</tr>
<tr>
<td>What is the Code of Conduct and is it for me?</td>
<td>6</td>
</tr>
<tr>
<td>How is the Code of Conduct related to our ethical principles?</td>
<td>6</td>
</tr>
<tr>
<td>How we treat our world</td>
<td>6</td>
</tr>
<tr>
<td>How we treat others</td>
<td>6</td>
</tr>
<tr>
<td>Does this code explain scope and limitations of the code?</td>
<td>7</td>
</tr>
<tr>
<td>1. Respecting colleagues</td>
<td>8</td>
</tr>
<tr>
<td>Respecting diversity, equal opportunity, equity, and gender balance</td>
<td>8</td>
</tr>
<tr>
<td>Prohibition of gross misconduct, harassment, and anti-social behaviour</td>
<td>8</td>
</tr>
<tr>
<td>Protection from retaliation</td>
<td>8</td>
</tr>
<tr>
<td>2. Respecting society and communities</td>
<td>9</td>
</tr>
<tr>
<td>Working in line with social principles</td>
<td>9</td>
</tr>
<tr>
<td>Child protection</td>
<td>9</td>
</tr>
<tr>
<td>Being open to concerns from communities</td>
<td>10</td>
</tr>
<tr>
<td>Zero tolerance to fraud, corruption, bribery, collusion</td>
<td>10</td>
</tr>
<tr>
<td>Data protection</td>
<td>11</td>
</tr>
<tr>
<td>Preventing criminal activity in receiving and distributing funds</td>
<td>11</td>
</tr>
<tr>
<td>3. Staying safe and ensuring other's safety</td>
<td>12</td>
</tr>
<tr>
<td>4. Loyalty to Plant-for-the-Planet and contributing to its reputation</td>
<td>13</td>
</tr>
<tr>
<td>Avoiding conflicts of interest</td>
<td>13</td>
</tr>
<tr>
<td>Work and activities outside Plant-for-the-Planet</td>
<td>13</td>
</tr>
<tr>
<td>Accepting entertainment, hospitality, or gifts</td>
<td>13</td>
</tr>
<tr>
<td>Walk the talk</td>
<td>13</td>
</tr>
<tr>
<td>Protecting our reputation</td>
<td>14</td>
</tr>
</tbody>
</table>
5. Being a good steward of Plant-for-the-Planet’s money and assets ................................................................. 15
   Money and finances ........................................................................................................................................... 15
   Using our time efficiently ............................................................................................................................... 15
   Procurement and due diligence ....................................................................................................................... 15
   Ensuring our partners follow standards ......................................................................................................... 15
   Ensuring we have authority when representing Plant-for-the-Planet ............................................................ 15
   Maintaining accurate books .......................................................................................................................... 16
   Physical and non-physical assets ................................................................................................................... 16

6. Bringing credit to Plant-for-the-Planet and communicating wisely .............................................................. 18
   The Plant-for-the-Planet brand ..................................................................................................................... 18
   Confidentiality ................................................................................................................................................ 18
   Social media and public communications ..................................................................................................... 18
   Media criticism and crisis management ......................................................................................................... 19
   Tolerance and respect at intergovernmental fora and public events ............................................................ 19

7. Seek help when in doubt and speak up to raise concerns ............................................................................. 20
   Getting informed .............................................................................................................................................. 20
   Raising concerns .......................................................................................................................................... 20
   Afterword ...................................................................................................................................................... 22
Some basics before we start

What is the Code of Conduct and is it for me?

This Code is for all employees, freelancers, volunteers, interns, etc. (“staff”) within the international network of Plant-for-the-Planet entities (“Plant-for-the-Planet”) as well as all organisations of the Plant-for-the-Planet platform.

How is the Code of Conduct related to our ethical principles?

Plant-for-the-Planet’s ethical principles summarised below, set out the principles that we embrace at Plant-for-the-Planet of how we interact with our world and conduct ourselves towards others. In the context of our work, this Code of Conduct guides us in how to “live” Plant-for-the-Planet’s ethical principles on a daily basis.

Ethical principles
1. Be global, independent, multicultural, and non-party political.
2. Inspire and use the best scientific information and evaluate our endeavours.
3. Seek dialogue and avoid conflict.
5. Involve local communities in our ecosystem restoration projects and further activities.
6. Maximise our effectiveness by building partnerships.
7. Run operations responsibly, with accountability and transparency.

How we treat our world

In all our actions, we seek to minimise our environmental impact, comply with environmental protection legislation, and encourage others to do the same.

How we treat others

Ethical principles guide our behaviour in our relationships to the public, governments and organisations, the media and opinion influencers, our corporate partners, our suppliers and consultants, and our Plant-for-the-Planet network of entities.
Does this code explain scope and limitations of the code?

What about different laws and standards in different countries?
This Code is a compilation of our existing policies and is intended as a user-friendly overview. For details, we ask you to refer to the relevant policies cited within the Code. This document is not exhaustive. More detailed policies and guidelines may exist, be implemented, or updated from time to time.
If the local law or the local Plant-for-the-Planet office requires higher standards than those in this Code, we apply these higher standards. Given the worldwide reach of Plant-for-the-Planet, cultural norms may also interact with our policies. In this case, always seek guidance and prior permission from your manager or your board.

Do managers have special obligations?
Yes. Managers must ensure team members are aware of and understand this Code of Conduct. Managers are expected to be leaders and role models. There are many important things managers should do to set up a good example of what is expected. Such actions include visibly displaying their respect for and compliance with this Code, treating their colleagues and our partners with professionalism and respect, doing the right thing when a concern is raised, and responding in an appropriate manner.

What actions should be taken in case of emergency?
If in doubt, we always ask these questions before we act:
- Is my action legal, honest, ethical, in line with Plant-for-the-Planet values and principles?
- How might it affect Plant-for-the-Planet’s reputation and mission?
- Is this the right thing to do? How would I feel if everybody around me, my family, my co-workers, our donors, knew about it?

For help, start with your Local Management, or Human Resources contact. Otherwise, please contact the Complaints Desk or the Ombudsperson of the Plant-for-the-Planet Foundation (see Section 7 “Raising concerns”).

This Code of Conduct was released in July 2023 and is published for external audiences on www.plant-for-the-planet.org.

For any questions regarding this Code of Conduct please contact: Caroline Gusinda, Executive Manager, Plant-for-the-Planet Foundation, caroline.gusinda@plant-for-the-planet.org
Code of Conduct

1. Respecting colleagues

We are a Plant-for-the-Planet global community connected by our mission. We foster a culture of professionalism and mutual support. We respect our colleagues, and we embrace our cultural differences and turn it into our strength.

Respecting diversity, equal opportunity, equity, and gender balance

Plant-for-the-Planet is an equal opportunity employer. All employment decisions are based on merit, qualifications, and abilities. No job applicant or staff member will receive unfavourable treatment on the grounds of race, colour, national or ethnic origin, religious or political affiliation, gender, marital status, sexual orientation, disability, class, age, or medical condition.

Plant-for-the-Planet actively pursues gender balance at all levels of the organisation and ensures that conservation policies, programmes and activities benefit individuals of all genders equally, contributing to gender equity and inclusivity. All staff, in particular Managers, must respect diversity and will prevent discriminatory practices.

Prohibition of gross misconduct, harassment, and anti-social behaviour

Plant-for-the-Planet is determined to maintain a working environment free from any anti-social behaviour and will not tolerate the below conduct. Managers are responsible for the good conduct of their teams and to actively seek to correct problems.

- Harassment: offensive, intimidating, demeaning, hurtful, malicious, or threatening comments or conduct towards another person, demonstrated repeatedly. This includes bullying.
- Sexual harassment: coercion of a sexual nature, or the unwelcome or inappropriate promise of rewards in exchange for sexual favours.

Protection from retaliation

Plant-for-the-Planet is committed to protect employees who share concerns of inappropriate activities reported in good faith from any form of retaliation. Any staff member who engages in retaliation will be subject to discipline up to and including termination. If a report is made and the reporter subsequently believes themselves subjected to retaliation of any kind, it should be reported immediately via the channels noted herein (see Section 7 – “Raising concerns”).
2. Respecting society and communities

Our mission commits us to build a future for children and youth. As such, we strongly believe that the success of our mission lies in the well-being of society and communities. We are strongly committed to ensuring our and our partners’ work does not negatively impact communities in places where we have our activities.

Working in line with social principles

We respect human rights throughout our activities, whether in our academies, field offices, campaigns, through voluntary support, fundraising, or employment. This includes protecting minors against all forms of injury, abuse, neglect, maltreatment, and exploitation (see Child protection section below); and the fair treatment of workers, their protection against exploitation, physical punishment or involuntary servitude as well as respecting all applicable labour laws.

We respect and contribute to gender diversity and balance in every stage of our work.
We engage with indigenous people in our conservation work, to understand the drivers of the environment, and to work with them in addressing these.

We help reduce poverty in our ecosystem restoration efforts, by proactively working with resource-dependent communities, and addressing the trade-offs between ecosystem restoration and poverty reduction goals.

Child protection

Due to the nature of our activities such as the organisation of academies, Plant-for-the-Planet takes the protection of children and youth very seriously. The staff, including volunteers, interns or trainees of Plant-for-the-Planet are responsible for the safety and wellbeing of children and young people who engage with Plant-for-the-Planet during our Academies or any other programmes in which Plant-for-the-Planet is taking part. All paid and unpaid staff are expected to act in accordance with the Code of Conduct in their physical and online interactions with children and young people under the age of 18 years.

- We commit ourselves to acting in accordance with the best interests of children.
- We behave respectfully, courteously, and ethically towards children and their families and towards other staff.
- We listen and respond to the views and concerns of children, particularly if they communicate (verbally or nonverbally) that they do not feel safe or well.
Code of Conduct

● We promote human rights, safety, and wellbeing of all children in our activities and programmes.
● We create an environment that promotes and enables children’s participation and is welcoming, culturally safe, and inclusive for all children.

In the situation where one of the statements has been breached, we commit ourselves to acting promptly to ensure the safety of children.

Being open to concerns from communities

If we witness or receive a complaint of any harm done to communities, vulnerable groups or individuals in the implementation of our conservation work, please immediately report it to appropriate local senior management. Plant-for-the-Planet also has a mechanism for outside groups to dialogue directly with Plant-for-the-Planet regarding potential breaches to the principles in this section, referred to herein (see Section 7 - “Raising concerns”).

We all need to respect the letter and spirit of the law, in situations which are not only against our internal rules and policies but can also be prohibited under applicable law. We must understand and comply with laws applicable to our area of responsibility (e.g., employment law, tax law, charity regulations).

Zero tolerance to fraud, corruption, bribery, collusion

Plant-for-the-Planet has a zero-tolerance policy towards:
● Fraud: the intentional deception or dishonest action by anyone entrusted with Plant-for-the-Planet resources, to personally gain from or cause harm to Plant-for-the-Planet.
● Corruption: abusing entrusted powers inappropriately for private gain. This includes:
  o Bribery: offering, giving, receiving, or soliciting something of value for the purpose of influencing the action of an official in the discharge of his or her public or legal duties.
  o Facilitation payments: payments to secure or speed up routine administrative or government actions.
  o Extortion, embezzlement, misappropriation, false representation, concealment of material facts to gain an unfair advantage, etc.
  o Collusion with others in any of the above to gain a collective advantage.

In some cultures, providing entertainment, hospitality, or gifts in the pursuance of business relations is customary and legal. These exchanges can nonetheless be perceived as bribery under national laws.
Code of Conduct

We must ensure such exchanges are, and are seen to be, legal, non-material and not intended to influence business. In any case, we must take particular care when dealing with government officials. Please remember, transgression by even one staff member can damage the reputation of Plant-for-the-Planet.

Data protection

Plant-for-the-Planet is committed to respecting the privacy of personal information of its employees, donors and all other individuals whose data we hold. If we have access to such data, we follow the EU General Data Protection Regulations; likewise, we follow national data security and privacy rules that go beyond this. Please remember that an individual's personal data is protected by law and any breach can lead to legal action.

Preventing criminal activity in receiving and distributing funds

Plant-for-the-Planet respects government sanctions against criminal activities, including terrorism. Please ensure we conduct appropriate due diligence when providing funds to an organization or an individual or selecting and paying suppliers. It is also prohibited to accept donations which knowingly aids and abets tax evasion, money laundering, terrorism, or other illegal activity. Anonymous donations exceeding € 5,000 will be subject to review.
3. Staying safe and ensuring other’s safety

We operate globally in remote areas because of the nature of our mission. We ensure we are well informed on Plant-for-the-Planet’s health, safety, and security procedures, and take care to ensure our own safety and security at work as well as that of our colleagues and partners.

Plant-for-the-Planet takes all reasonable steps to ensure health and safety of staff and to manage health, safety, and security risks. We have an active role in protecting our own health, safety, and security. For example, we respect speed limits, and before we travel, we make sure our vaccinations are up to date and check the official medical and security guidance for destinations in high-risk regions. We do not use airlines banned within the EU (according to the European Commission – department of Mobility and Transport, EU Air Safety List: https://transport.ec.europa.eu/transport-themes/eu-air-safety-list_en), and comply with the local health, safety and security rules and procedures.

If we feel that our health or safety is at risk, we have a right to voice this concern and, if warranted, to refuse an activity we deem dangerous without that refusal reflecting badly on our performance or incurring repercussions.
4. Loyalty to Plant-for-the-Planet and contributing to its reputation

Each of us is a Plant-for-the-Planet ambassador and custodian. We recognise that all our actions contribute to our reputation. We always uphold Plant-for-the-Planet's interests.

Avoiding conflicts of interest

We must act in accordance with our legal duty of loyalty, which means acting in the best interests of Plant-for-the-Planet when performing our job. A conflict of interest arises when we have a personal, family, or business relationship, or any activity, interest, or association outside Plant-for-the-Planet that could impair our ability to act in the best interests of Plant-for-the-Planet, or that could give the appearance of interfering with our responsibilities on behalf of Plant-for-the-Planet. We should avoid situations that present a conflict of interest. If we find ourselves in a potential or actual conflict of interest, we must immediately disclose it to Management, which will document the incident. The situation will be reviewed, and actions taken to ensure the conflict cannot be, or perceived to be, abused. Refer to the “Internal complaints and conflicts of interest policy of Plant-for-the-Planet Foundation” for more details.

Work and activities outside Plant-for-the-Planet

Paid work outside of our job must always be approved by the Manager and Human Resources. Additionally, in some countries it may be restricted or prohibited.

Accepting entertainment, hospitality, or gifts

In many cultures, accepting entertainment, hospitality, or gifts (“Gifts”) when doing business is customary and legal. Nonetheless we ensure such exchanges are, and are seen to be, non-material and not intended to influence business transactions, or to be personally beneficial. All Gifts received must be reported to line management. Discounts or commissions on a Plant-for-the-Planet purchase are for the benefit of Plant-for-the-Planet and not for staff. In any case, cash must never be given or received as a Gift (see also Section 2 - “Zero tolerance to fraud, corruption, bribery, collusion”).

Walk the talk

Given the environmental impacts and costs, we only travel when necessary, and use the most economical, environmentally conscientious means including public transport when possible. We get permission and pay for personal travel adjoining a Plant-for-the-Planet trip.
Code of Conduct

We carefully consider whether our outside or personal activities compete or disagree with the Plant-for-the-Planet mission and our principles. If we are unsure, we may consult with a manager.

Protecting our reputation

We take care in building partnerships. Plant-for-the-Planet should never accept donations from, or engage with, individuals, groups or organisations which can seriously harm Plant-for-the-Planet’s reputation, integrity, impartiality, or ability to deliver its strategy or mission. Plant-for-the-Planet has identified “exclusion” or “extreme caution” industry sectors (e.g., armament, tobacco, fossil fuels, nuclear power, etc.). Each of us is responsible for understanding such restrictions prior to engaging with the corporate sector.
5. Being a good steward of Plant-for-the-Planet’s money and assets

We are committed to the proper and lawful use of Plant-for-the-Planet’s funds and assets. We are good financial stewards, respecting our donors’ money in the pursuit of Plant-for-the-Planet’s mission: we do not spend when we do not need to, and we always aim to get the best value for money. We safeguard Plant-for-the-Planet’s assets (physical assets, the Plant-for-the-Planet brand and information).

Money and finances

We are prudent in investing/utilising our funds with care. Before we commit to any expense and when we are travelling, we ask ourselves whether this is necessary, reasonably priced, relevant, compliant with the law, and permitted with the relevant donors.

Using our time efficiently

Time is a very valuable asset, for which donors pay as well. We are efficient with our working time and that of our colleagues, and respect related local office rules related to working hours, leave, etc. If we are tasked to report our working hours (for example to a particular activity) we do so fully, accurately and in accordance with donor requirements.

Procurement and due diligence

All purchases of goods and services beyond a threshold, including engaging consultants and contractors, is subject to prior due diligence. This includes seeking and reviewing competitive bids, checking prices against the market, reviewing quality, getting recommendations, testing providers’ abilities to deliver services, and their willingness to meet Plant-for-the-Planet standards. This ensures we obtain high quality and value for our donors’ money.

Ensuring our partners follow standards

We expect our implementing partners and consultants who are entrusted with our funds to live up to Plant-for-the-Planet’s ethical principles. If Plant-for-the-Planet pays a party for work on our behalf, we must ensure that they are using our funds lawfully, reasonably, and ethically, and fully perform their obligations.

Ensuring we have authority when representing Plant-for-the-Planet

We are responsible for knowing and respecting the limits and procedures of our authority to sign contracts and other commitments on behalf of Plant-for-the-Planet.
Maintaining accurate books

We prepare and keep accurate, truthful, transparent, complete, and up-to-date information (including records, reports, and expense claims). We have a legal duty to keep these records, for audit purposes, a legal procedure or upon request from authorities. We must carefully safeguard these records and protect against loss, especially during a legal procedure.

Physical and non-physical assets

Using Plant-for-the-Planet’s assets with care

We take good care of Plant-for-the-Planet assets (facilities, equipment, credit cards, etc.) and IT resources (phones, electronic devices, and communication tools, including data stored or transmitted). We follow the instructions of use and ensure security of the assets. We protect them against loss, theft, or damage. Incidental personal use is permitted, if it does not conflict with the Plant-for-the-Planet interests and does not distract us from our work. If lost, damaged or stolen due to negligence, we may be required to compensate Plant-for-the-Planet. We must use phones, and any other ICT-service charged by time, reasonably to reduce time charges.

Intellectual property rights

These include trademarks, copyright, designs, patents, know-how, domain names, photos, website designs, likeness, industrial or commercial property, logos, videos, publications, processes, drawings, database, etc. We are a science-based organisation, producing research, literature, and software. These are all valuable assets that we need to protect against unauthorised use or misuse. In addition to protecting our intellectual property, we must also do the same for other’s intellectual property rights with which we are entrusted (for example, a partner’s copyright, software, photos, publications etc.). Similarly, we purchase and use properly licensed software.

Confidential information

This is information which is not public. This can be information about the organisation, donor lists, development plans, know-how, research projects, financial information, dealings with authorities and governments, strategic plans, trade secrets, or other non-public information shared with us in the course of employment. Plant-for-the-Planet may also be entrusted with our partners’ (for example a corporation’s) confidential information, for example related to their affairs, products, operations, business plans, strategies, clients, methods of manufacturing, sourcing, and logistics (see also Section 6 - “Confidentiality”).
Proprietary information
This is confidential information and is not public. This can include intellectual property (like trademarks, databases, designs), confidential information (information which is not public, but can belong to others) and personal information (personnel records, salary information, donors database etc.). We must keep our own and other’s confidential and proprietary information secure and avoid any disclosure to those who are not authorised to have access to it. We can only share it with those who have a legitimate, need-to-know basis for accessing this information, after we ensure they signed a confidentiality agreement. Sometimes this information is also covered by other laws (for example, data protection), in which case the disclosure can also be restricted under the law. Our obligation to keep the information secure continues even after we leave Plant-for-the-Planet.
6. Bringing credit to Plant-for-the-Planet and communicating wisely

When we speak, we represent Plant-for-the-Planet. We are careful when we act in the public arena, whether with partners, online or in intergovernmental fora and public events. To ensure accurate representation, our staff refrain from speaking on behalf of Plant-for-the-Planet without explicit authorisation and instruction from the appropriate staff member of the local organisation or the Plant-for-the-Planet Foundation, especially when dealing with crises.

The Plant-for-the-Planet brand

Our brand is about so much more than our logo - it’s our DNA. We safeguard our brand. We respect our Plant-for-the-Planet brand guidelines to bring a consistent and coherent approach to our visual and verbal identity.

Confidentiality

During our partnerships, our public or private partners (e.g., our corporate partners) will entrust us with proprietary and confidential information. We must always respect confidentiality of this information. We should not disclose, publish, or otherwise share this information unless specifically authorised to do so (see also Section 5 - “Confidential Information”).

Social media and public communications

Plant-for-the-Planet respects employees’ rights to personal opinions and affiliations. However, when communicating publicly or through the media as a Plant-for-the-Planet employee, we create perceptions about Plant-for-the-Planet to an external, broad audience. Therefore, we:

- only express our views on our area of expertise, make and post meaningful and respectful comments, are polite when disagreeing with others’ opinions, and admit any errors
- use our real name and disclose that we work for Plant-for-the-Planet
- do not use Plant-for-the-Planet in any social media identity (e.g., username, “handle” or screen name); publish proprietary information or breach confidentiality; denigrate other organisations, companies, individuals, or Plant-for-the-Planet; or knowingly provide false or inaccurate information.
Media criticism and crisis management

At times, there might be negative media or publicity including damaging attacks on our reputation or brand which require an appropriate response. We do not respond immediately, and instead seek timely guidance from appropriate communications or senior managers. When we choose to communicate, we only use the agreed messaging, and communicate transparently, honestly, and accurately, whilst respecting brand guidelines.

Tolerance and respect at intergovernmental fora and public events

Plant-for-the-Planet staff’s personal conduct at intergovernmental fora and other public events must be always impeccable. This includes acting according to the rules of conduct of the forum and associated activities, ensuring open and constructive dialogue between parties and observers, respecting the principles of national sovereignty and the primacy of governments in negotiations, treating any recognised symbols of all nation states with respect, and showing respect and tolerance for other’s culture and customs (e.g., political and religious convictions). We commit to relevant codes of conduct when required.
7. Seek help when in doubt and speak up to raise concerns

We can help Plant-for-the-Planet to become the best-in-class by helping in the prevention of irregularities. To do this, we must inform ourselves and understand the rules. If in doubt or when we see something that does not seem right, we reach out for help and guidance. We know we can speak in confidence because we are protected against retaliation when we raise our concerns in good faith (see Section 1 - “Protection from retaliation”).

Getting informed

We must carefully read Plant-for-the-Planet’s policies, codes, and other employment conditions that we receive at the beginning and during our employment. If we have any questions, we ask them. Plant-for-the-Planet regularly provides training for staff, which we’re expected to attend. Additionally, we take advantage of customised and one-to-one training and feedback which are offered.

Raising concerns

Plant-for-the-Planet strongly encourages us to speak up if we witness or have a concern about misconduct or illegal activities. However, things are not always clear. Therefore, we are not expected to have an absolute proof about our concern, but we should have some basis for it and report it in good faith. We can first approach a trusted local senior staff (our Manager, Human Resources contact, Legal, or Senior Management). We have these options for reporting a concern:

- Ombudsperson
  Ulrich Martin Drescher, email: planet@umd.de
- Complaints Desk
  – By email: complaints@plant-for-the-planet.org
  – By post: Plant-for-the-Planet Foundation, Am Bahnhof 1, 82449 Uffing am Staffelsee, Germany.
What about concerns regarding social commitments?

We have a mechanism for local communities and organisations to raise concerns if they believe they have been negatively impacted by Plant-for-the-Planet’s work, and who wish a dialogue with Plant-for-the-Planet to resolve them. Eligible organisations may air concerns by writing to complaints@plant-for-the-planet.org (see also Section 2 - “Respecting society and communities”.

Can reports be made anonymously? Is there protection from retaliation?

If it is allowed by applicable law, anonymous reports will be accepted. Please remember, the investigation can be facilitated if we identify ourselves as we can be contacted to give more information that can be needed during the investigation. Plant-for-the-Planet protects us against retaliation (see Section 1 – “Protection from retaliation”).

Who receives reports and how are they handled?

All reports are handled confidentially by either the Ombudsperson or the Executive Manager at Plant-for-the-Planet Foundation. They will study your complaint and decide how to handle it. Plant-for-the-Planet will promptly conduct an investigation, keeping the identity of all those involved strictly confidential and in compliance with data protection laws. The reports will be shared only with the extent strictly necessary for the investigation and the subsequent procedures, and with external advisors such as lawyers. If it has been established that the Code has been breached, Plant-for-the-Planet may take disciplinary action.

Sanctions

As an organisation working hard to build legitimacy and transparency in the climate movement, Plant-for-the-Planet recognises the importance of accountability. As such, sanctions may be imposed for a breach of the present Code of Conduct. The internal guidelines of Plant-for-the-Planet govern the specific procedures and actions to be taken.

The decision-making authority rests with the highest management level after careful consideration of the circumstances and the provided report. Stakeholders and partners will be notified in writing of the investigation results, the decision made, and any necessary actions. In cases of serious offenses, employees may face suspension and be required to compensate for damages caused. Partners must take steps to address and rectify any corruption-related issues, and the continuation of the partnership will depend on the investigation's outcome and their cooperation.
Afterword

This Code of Conduct helps us by highlighting potential areas of risk and conflict, explaining their significance for our organisation.

The Code of Conduct serves as a binding guideline in our day-to-day business. It is supplemented by internal policies, guidelines, and provisions in employment contracts.

You can always find the latest version of our Code of Conduct on our website https://www.plant-for-the-planet.org/.

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Based on the Code of Conduct of the WWF (World Wildlife Fund).