

Code of Ethics

Our Values



Dear reader



With more than 40 years' experience in partnering with farmers' organisations and food chain stakeholders across Africa, Asia, Europe and Latin America, Rikolto (formerly VECO/Vredeseilanden) has become an international network organisation that aims to *provide affordable food for all, now and in the future.*

The success of Rikolto has always been largely due to the skill, talent and dedication of our people, which over the years has earned us the trust of our donors, partners and supporters.

We believe that Rikolto is its people and that upholding the Code of Ethics and the Code of Conduct¹ is one of the keystones to achieving our goals.

For Rikolto, the Code of Ethics is not just a buzzword. It is part of our DNA. We promote an environment in which members of staff take ownership in developing and defining Rikolto's core values.

We believe that this bottom-up approach encourages regular dialogue, ensuring that the organisation's values can be understood and owned within each cultural setting. This enables us to understand and adapt our practices in a participatory and effective way.



The Global Support Team and all regions in East Africa, West Africa, the Democratic Republic of Congo, Central America, South America, Indonesia, Vietnam and Belgium wholeheartedly embrace the six values outlined below.

Rikolto's six values²

People



Rikolto is its people; we are the power of change. We are an organisation that lives its values: belief in people, inclusivity, sustainability and constant open dialogue to achieve transformation in food systems.

Interconnectivity



Sharing is caring. Rikolto is an international network organisation in which connection and collaboration are vital. This helps us to open our minds and learn from each other

Innovation



We are determined and passionate explorers who are not afraid to get our hands dirty looking for practical solutions. We dare to innovate

Open dialogue



Rikolto is a safe space where people can experiment, be creative, fail and learn from their mistakes without any judgement. Externally we value our contacts with the usual actors as well as with the less obvious ones.

Sustainability



We are striving for a world in which **sustainable development** is an integral part of **the way people think and act.**

Integrity



Doing the right thing even if no-one is looking. We must all maintain the highest standards of moral and financial integrity, which includes truthfulness, fairness and honesty. Rikolto therefore promotes safety, trust and authenticity so people will speak up and encourage others to make the right decisions.

We are all responsible for safeguarding these values and living by these principles. Working for or with Rikolto means practising these values: "walk your talk" is an important baseline for everything we do. Acting in line with our core values is more than caring about our image or reputation or avoiding legal issues. It's about each of us knowing that we are doing the right thing.

The aim of the Code of Ethics and the Code of Conduct is to help us to make informed decisions in response to the ethical dilemmas that we all face at work, to promote an ethical culture throughout the organisation and to show what we stand for as Rikolto members. These shared values and principles apply to all employees, volunteers, interns and third-party entities such as consultants, partners and donors.

We encourage each of you to familiarise yourself with the Code of Ethics and the Code of Conduct. If you have any queries about anything, don't hesitate to contact us.

Thank you for joining us in this effort.

Stephanie Daniels
Chair of the Board

Chris Claes
Executive Director



Approved by the International Board of Directors of Rikolto International on the 7th of June 2019

1 The Code of Ethics is a value statement, while the Code of Conduct is a translation of those values by outlining specific behaviour.

2 The definitions of the six values are not set in stone and can still be adapted once all the feedback from the individual regions has been collected. The current definitions already provide an indication of how Rikolto puts these values into practice.