FIDH INTERNATIONAL FEDERATION FOR HUMAN RIGHTS

CODE OF ETHICS

Annex E

All contracting parties of the International Federation for Human Rights (FIDH) (hereinafter referred to as the "Contracting Party") are expected to comply with the following Code of Ethics and are responsible for encouraging, defending, and promoting the dissemination of these ethical standards. The Contracting Party must ensure that the principles of this Code are communicated to all subcontractors it engages in and should encourage their adherence to these standards. This Code of Ethics applies to all FIDH contracting parties, who are requested to sign it and confirm that they comply with its standards to the extent applicable to their status..

1. RESPECT FOR HUMAN RIGHTS

1.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors violates the fundamental human rights as defined in the 1950 European Convention on Human Rights, including all protocols thereto, and that it respects the dignity and worth of all individuals, including equality of rights between men and women.

2. ILLEGAL ACTIVITIES

2.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors is engaged in any illegal activity.

3. ANTI-CORRUPTION

3.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors is involved in any form of corruption, defined by Transparency International as the abuse of entrusted power for private gain, including but not limited to money laundering, bribery, facilitation payments, embezzlement, extortion, favoritism, fraud, and obstruction of justice.

4. TERRORISM

4.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors is engaged in transactions with individuals or organizations associated with terrorism or in providing resources or support to them.

4.2 The Contracting Party further represents and warrants that neither it nor any of its subcontractors engages in transactions with, or provides resources or support to, individuals or organizations associated with or trained for any acts described in Article 2, Sections 1, 3, 4, and 5 of the International Convention for the Suppression of the Financing of Terrorism adopted by the United Nations General Assembly in Resolution 54/109 of 9 December 1999.

5. ENVIRONMENT

5.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors violates international environmental agreements.

5.2 The Contracting Party undertakes to support a precautionary approach to environmental challenges and to avoid causing environmental damage, destruction, or harm in any form. Furthermore, it undertakes to encourage the development and dissemination of environmentally friendly technologies and to promote environmental responsibility and sustainability.

6. MINES AND WEAPONS

6.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors is directly or indirectly engaged in the patenting, development, assembly, production, trade, or manufacture of mines or components primarily used in the production of mines, as defined in Article 2, Sections 1, 4, and 5 of Protocol II annexed to the 1980 Convention on Certain Conventional Weapons which may be deemed to cause excessive injury or have indiscriminate effects.

6.2 The Contracting Party represents and warrants that neither it nor any of its subcontractors is engaged in the patenting, development, production, storage, trade, or manufacture of weapons, including but not limited to firearms, chemical, biological, or nuclear weapons.

7. SEXUAL EXPLOITATION AND ABUSE

7.1 The Contracting Party represents and warrants that it and all its subcontractors protect all persons from sexual abuse and exploitation, meaning any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes, including but not limited to financial, social, or political gain. 'Sexual abuse' refers to actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

8. CHILD LABOUR

8.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors engages in practices inconsistent with the rights set out in the Convention on the Rights of the Child, including Article 32, which provides that children shall be protected from performing any work likely to be hazardous or to interfere with their education, or to be harmful to their health or physical, mental, spiritual, moral, or social development.

9. FORCED LABOUR

9.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors uses any form of forced or compulsory labour.

10. WORKING CONDITIONS

10.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors allows working conditions that violate the 1981 ILO Convention on Occupational Safety and Health, the 1970 Minimum Wage Fixing Convention, or the ILO Working Hours Conventions.

10.2 The Contracting Party represents and warrants that it and all its subcontractors protect workers from any form of physical, verbal, sexual, or psychological harassment, abuse, or threats in the workplace, whether from colleagues or supervisors.

11. NON-DISCRIMINATION IN WORKING CONDITIONS

11.1 The Contracting Party represents and warrants that neither it nor any of its subcontractors discriminates against any worker based on race, color, sex, language, political or other opinions, caste, national or social origin, property, birth, trade union affiliation, sexual orientation, health status, age, disability, or any other distinguishing characteristic.

11.2 The Contracting Party represents and warrants that employment-related decisions, including hiring, promotion, and termination, are based solely on relevant and objective criteria.

12. TRANSPARENCY AND ACCOUNTABILITY

12.1 The Contracting Party undertakes to disclose all relevant information to FIDH, at any time and at FIDH's sole discretion, to enable the review of any alleged breach of this Code of Ethics.

Any violation of the representations and warranties of this Code of Ethics authorizes FIDH to terminate any contractual relationship with the Contracting Party immediately upon notification, without incurring any liability.

Place:

Date:

On behalf of [insert name]:

Authorized Representative