

CODE OF ETHICS

Annex E

All contracting parties of the FIDH (Contracting Party) are expected to comply with the following Code of Ethics and are responsible for encouraging, upholding and promoting the dissemination of these ethical standards. The Contracting Party is requested to make the principles of the Code of Ethics known to any subcontractor it engages and to encourage such subcontractor to adhere to these standards. The Code of Ethics applies to all FIDH Contracting Parties, all of whom are requested to sign it and thereby confirm that they comply with its standards insofar as they are applicable to their status.

1. RESPECT FOR HUMAN RIGHTS

1.1 The Contracting Party declares and warrants that neither it nor any of its subcontractors violate fundamental human rights as defined in the 1950 European Convention on Human Rights, including all protocols to the Convention, and respect the dignity and worth of all persons, including respect for the equal rights of men and women.

2. ILLEGAL ACTIVITY

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

3. FIGHT AGAINST CORRUPTION

3.1 The Contracting Party declares and warrants that neither it nor any of its subcontractors are engaged in any form of corruption, defined by Transparency International¹ 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 declares and warrants that neither it nor any of its subcontractors is engaged in transactions with individuals and organizations associated with terrorism, and/or in the provision of resources and support to them.

4.2 The Contracting Party declares and warrants that neither it nor any of its subcontractors is engaged in transactions with, and/or the provision of resources and support to, individuals and organizations associated with, receiving any type of training for, or engaged in, any act or offense 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 declares and warrants that neither it nor any of its subcontractors violate international environmental agreements.

5.2 The Contracting Party undertakes to support a precautionary approach to environmental challenges and not to damage, destroy or harm the environment in any way whatsoever. Furthermore, the Contracting Party undertakes to encourage the development and dissemination of environmentally friendly technologies and to take initiatives to promote environmental responsibility and sustainability.

6. MINES AND WEAPONS

6.1 The Contracting Party declares and warrants that neither it nor any of its subcontractors are actively and directly or indirectly engaged in activities involving the patenting, development, assembly, production, trade or manufacture of mines or in such activities concerning components primarily used in the manufacture of mines. The term "mines" refers to the devices defined in Article 2, sections 1, 4 and 5 of Protocol II annexed to the Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May Be Deemed to Be Excessively Injurious or to Have Indiscriminate Effects of 1980.20.2.

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

7. SEXUAL EXPLOITATION AND SEXUAL ABUSE

7.1 The Contracting Party declares and warrants that it and all its subcontractors protect all persons against sexual abuse and sexual exploitation, namely any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to, deriving monetary, social or political benefit from the sexual exploitation of another. Likewise, the term "sexual abuse" means 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 declares and warrants that neither it nor any of its subcontractors engage in practices inconsistent with the rights set forth in the Convention on the Rights of the Child, including Article 32 thereof, which provides in particular that the child shall be protected from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

9. FORCED LABOUR

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

10. WORKING CONDITIONS

10.1 The Contracting Party declares and warrants that neither it nor any of its subcontractors permit working conditions that violate the Occupational Safety and Health Convention of 1981, including the 2002 Protocol, the Minimum Wage Fixing Convention of 1970 and the Working Time Conventions of the International Labour Organization (ILO).

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

11. DISCRIMINATION IN WORKING CONDITIONS

11.1 The Contracting Party declares and warrants that neither it nor any of its subcontractors discriminate against any of its workers on the basis of race, colour, sex, language, political or other opinions, caste, national or social origin, property, birth, trade union affiliation, sexual orientation, health status, age, disability or other distinguishing characteristics.

11.2 The Contracting Party declares and warrants that neither it nor any of its subcontractors make employment-related decisions, from hiring to dismissal and retirement, that are not based solely on relevant and objective criteria.

12. TRANSPARENCY AND ACCOUNTABILITY

12.1 The Contracting Party undertakes to fully disclose any relevant information, at any time and at the sole discretion of the FIDH, in order for it to examine any alleged violation of this Code of Ethics.

Any breach of the declarations and warranties of this Code of Ethics authorizes the FIDH to terminate any contractual relationship with the Contracting Party immediately upon notice to the Contracting Party, without cost to the FIDH.

Place:

Date:

On behalf of [insert name].