

## CODE OF CONDUCT

### Introduction

Fórum Animal is a non-profit organization of veterinarians, lawyers, marketing and communication professionals, geographers, and researchers, who support the development of actions for animal protection and advocacy.

The purpose of this Code is to establish general guidelines for individuals affiliated with Fórum Animal, guided by ethical standards and integrity aligned with the institution's mission, principles, and values.

This code applies to all members of Fórum Animal, encompassing volunteers, interns, service providers, as well as members of the Deliberative/Advisory Council or staff.

### Mission

Fórum Nacional de Proteção e Defesa Animal has the mission to sensitize and transform society, seeking to eradicate suffering, cruelty, and the worst practices against animals. Committed to promoting a world where the rights and welfare of animals are respected, intervening actively, advocating for public policies, promoting education and awareness to transform the relationship between humans, animals, and the environment.

### Vision

Actively participate in building a global society that not only recognizes but also values animal rights. Our vision extends to a horizon where ethics, respect, and harmonious coexistence between humans, animals, and the environment are not only principles but the essential foundations of a conscious and compassionate society. We envision a future where every creature shares space with dignity and is protected by high ethical standards, thus shaping a fairer and more supportive world for all forms of life.

### Values

We are driven by ethics, compassion, respect, peace, dignity, solidarity, knowledge, transformative change, and fostering introspection.

**Ethics and Respect:** We place the interests and dignity of animals and environmental preservation at the center of our actions, advocating for ethics that promote respect for all forms of life.

**Education and Awareness:** We invest in educational initiatives to increase awareness of the sentience, needs, and rights of animals and environmental preservation, aiming to transform mindsets and promote a more empathetic coexistence.

**Advocacy:** We act as a powerful voice, advocating for public policies and fighting against harmful practices, defending animal rights in judicial and extrajudicial spheres.

**Activism:** We exercise activism as a fundamental tool to effect meaningful changes so that society can evolve in its treatment of animals.

**Global Collaboration:** We believe in the strength of national and international collaboration and establish strategic partnerships to address global issues related to animal protection, strengthening the cause on a global scale.

## **Ethical Conduct**

Ethical Conduct comprises essential guidelines that every individual collaborating with Fórum Animal, or acting on its behalf, must read, understand, commit to, and follow. They outline professional conduct during daily activities as well as internal and external relations established in support of the organization.

Below, we outline a series of these guidelines that we consider essential for promoting a healthy, inclusive, and ethical working environment for all members of our team. These guidelines form the basis of our commitment to integrity and excellence, aiming to ensure an environment where everyone can thrive and contribute meaningfully to the organization's mission.

- Respecting and celebrating individual differences, regardless of origin, nationality, gender, color/race, religion, ethnicity, social status, age, physical abilities, or sexual orientation;
- Maintaining an environment free from prejudice, discrimination, harassment, bullying, or intimidation, encompassing moral, physical, religious, and sexual aspects;
- Fostering cordiality, respect, and a spirit of teamwork, collaboration, trust, respect, and appreciation for diverse opinions;
- Sharing knowledge to promote the individual development of all;
- Promoting an environment of openness and receptivity to address concerns, criticisms, and complaints related to activities, initiatives, and projects conducted or supported by Fórum Animal;
- Seeking to establish partnerships with suppliers and service providers demonstrating integrity, ethics, and good reputation, aligned with the values described in this Code;
- Guiding our interactions with Affiliates, Donors, and Partners on the principles of respect, honesty, cordiality, transparency, confidentiality, and personal data security;
- Promoting support and strengthening networks, collectives, and other civil society organizations;
- Adopting an attitude of respect and compliance with this Code, internal Policies, as well as following the regulations of regulatory bodies and current legislation.

## **Responsibilities**

Until the Governance Committee creation, the Presidency is responsible for ensuring compliance with the Code of Conduct, providing clarifications, receiving complaints, guiding, and investigating cases related to Policies linked to it, acting with independence and autonomy in decisions.

Practices of conduct inconsistent with the Code will result in disciplinary measures, which may include contract termination, as guided by the Governance Committee/Presidency. In specific situations, legal measures may be taken, after informing the relevant authorities and public bodies. We emphasize that these disciplinary measures are complementary to those provided for by local laws, which are always mandatory.

The Governance Committee/Presidency will also be responsible for conducting, every two years or as necessary, the review of the Code and its associated Policies to assess the effectiveness of its guidelines, with the support and review of the Deliberative Council - once created.

Commitment to the Code of Conduct is fundamental to strengthen the organization's culture, playing a

crucial role in achieving our mission to end animal exploitation and promote a future where society and animals coexist harmoniously.

## **Internal Policies**

As we conclude this Code of Conduct, it is imperative to highlight the internal policies that guide and govern our organization. We are committed to transparency through policies such as [Conflict of Interest](#), ensuring that our actions are guided by integrity and fairness. The [Confidentiality Agreement](#) aims to protect sensitive information, promoting respect for privacy and building relationships based on trust. The **Anti-Harassment and Anti-Discrimination Policy** aims to provide a workplace free from discrimination and harassment, including sexual harassment, for all team members. The [Whistleblower Policy](#) reinforces a safe environment for reporting unethical behaviors.

These, along with other policies, reflect our unwavering commitment to ethical conduct and our relentless pursuit of excellence in all operations.

## **Complaints and Guidance**

Fórum Animal ensures a welcoming environment, encouraging everyone to report any doubts, clarifications, irregularities, or suspicions related to the principles and commitments of this Code.

If there are doubts about the content of the Code or if any practice raises questions regarding the organization's principles, feel free to consult your immediate supervisor, colleagues, or contact the Governance Committee/Presidency directly through available channels. Transparency and the search for clarification are essential to promote an ethical culture within the organization.

Fórum Animal is committed not to take any retaliatory action against those who, in good faith, report misconduct or suspicions of violations of the law, ethics, and the values of this Code, as well as other internal policies. In case of retaliation, we ask that they be promptly reported to the Governance Committee/Presidency through the available reporting channels. Any act of retaliation will be treated as a direct violation of the Code of Conduct.