

## **Code of Conduct for the Free Church Federation in Finland**

### **Identity and areas of focus on which this code of conduct is based**

- Our vision is “from grassroots to grassroots”
- We affirm the command given by Jesus Christ to feed the hungry and give water to the thirsty and clothe those who are naked, nurse the sick and care for the outcast (Matt 25:34-36). We consider it our special mission to offer a helping hand to the most vulnerable groups – the fatherless, widows and strangers among us (Jam 1:37, Lev 10:33-34) – to contribute to a more humane situation in life for them.
- The clear Christian identity creates the foundation for trusting relationships, open fellowship, communication between various groups, peace building as well as respect for human rights, different religions and cultures.
- A special focus is placed on children’s rights and guaranteeing their welfare and minimizing the risk of them being exploited.
- Through carrying out our development aid programme we want to contribute to working towards the millennium development goals formulated by the United Nations.

### **Sustainable development together with the partner organisation**

- Throughout the project cycle the participation and ownership of all parties is in a key role.
- In line with general principles of development cooperation, aid is offered to anyone in need regardless of gender, nationality, political views, religion and other such factors.
- The activities carried out in cooperation with the local partner abiding by Finland’s and the partner country’s laws and regulations.
- Partners are made aware of these ethical principles and are expected to align their work with them.
- Sustainable development of the environment as well as minimizing negative impact on the environment are central to FS’s work.

### **Good administration and skilled staff**

- We aim to give information about administrative structures and any decisions that have been made openly and appropriately. Each individual worker’s integrity and safety must, however, also be protected.
- A skilled and healthy staff is a critically important resource in all work. This is realised by training and relevant coaching.

- Gender equality as well as equality for disabled persons is emphasised in the personnel administration.
- In partner countries we adhere to the principles of the country's labour law and ensure written work agreements with the partner.

### **Transparent and trustworthy financial administration**

- Openness and transparency are important values in all we do.
- The financial administration in Finland and the partner countries adhere to good bookkeeping practises where internal and external control mechanisms ensure a transparent financial administration.
- Finance that requires us to act against our values and principles is not accepted.
- Money intended to the development aid cooperation is used according to the development aid programme and the financial agreements.
- State funding intended for development aid is not used for political leverage nor religious conversion.
- Corruption, misuse, bribes or other financial injustices are not accepted in any form in the operations of the organisation. If any of the sort would occur in FS or its partners' organisations, this will be fixed immediately.

### **Respectful development aid communication**

- All human beings' equal value is recognised and respected. In all communication people are treated as proactive individuals not merely victims or the subjects of the aid.
- Truthfulness, openness and protection of the individual's integrity is at the heart of all communication. The characteristics of different peoples and cultures are treated with respect.
- People's consciousness and knowledge of the challenges in the developing countries is increased through the development aid communication. Hence solidarity and the sense of global responsibility are strengthened.

### **Humanitarian help**

- When humanitarian aid is provided these ethical principles as well as this international Code of Conduct for humanitarian aid are followed:  
<http://www.icrc.org/eng/assets/files/publications/icrc-002-1067.pdf>