

I stand for



Fundamental principles 01

Humanity, Impartiality, Neutrality, Independence, Voluntary service, Unity, Universality

We acknowledge our involvement with people in need. They should know that we are there for them whenever they need us. We are mindful of personal suffering and want to alleviate it without creating dependency. We mobilise people to help each other when needed, and we guarantee that they are capable and prepared to act appropriately in these situations.

We do this on the basis of the seven fundamental principles of the Red Cross. These guide all our actions and form the foundation of our organisation.

This means that I:

- ✓ respect everyone's human dignity;
- ✓ promote mutual understanding and cooperation between people;
- ✓ share my concerns with others;
- ✓ do not discriminate on the basis of nationality, race, culture, gender, sexual orientation, religious convictions, social background, disability, marital status, age, political preferences and so on, during my activities for the Red Cross;
- ✓ do not choose sides in a conflict or intervene publicly in political, racial, religious or ideological discussions, during my work for the Red Cross;
- ✓ propagate and pursue the (political and economic) independence of the Red Cross;
- ✓ am not looking for financial gain in my work for the Red Cross.

This means that I:

- ✓ offer assistance on the basis of equality, whereby I build on the strength of the other person;
- ✓ reject discrimination, intimidation, bullying or other unacceptable behaviour, open possibilities to address it, and if necessary, report it to my supervisor or coordinator;
- ✓ have a positive attitude towards others. I do this for example in my statements on public and social media, by greeting others, giving compliments, arriving on time, preparing for meetings, and keeping my promises.

Respectful 02

We respect everyone's individual values, convictions and ideas.

Honourable 03

We are honourable and reliable

This means that I:

- ✓ act based on transparent motives;
- ✓ avoid conflicts of interest and abuse of my position or power, and address such behaviour promptly when detected in others
- ✓ will protect the privacy and confidentiality of the Red Cross as an organisation at all times, including its employees, target groups, donors, partners and others that support the Red Cross.

Decisive 04

We are ready to act when necessary and capable to respond quickly, resolutely and appropriately

Accessibility 05

Our door is always open for anyone who needs us, without regard to the nature of the person and specifically for those most vulnerable, in their times of need.

This means that I:

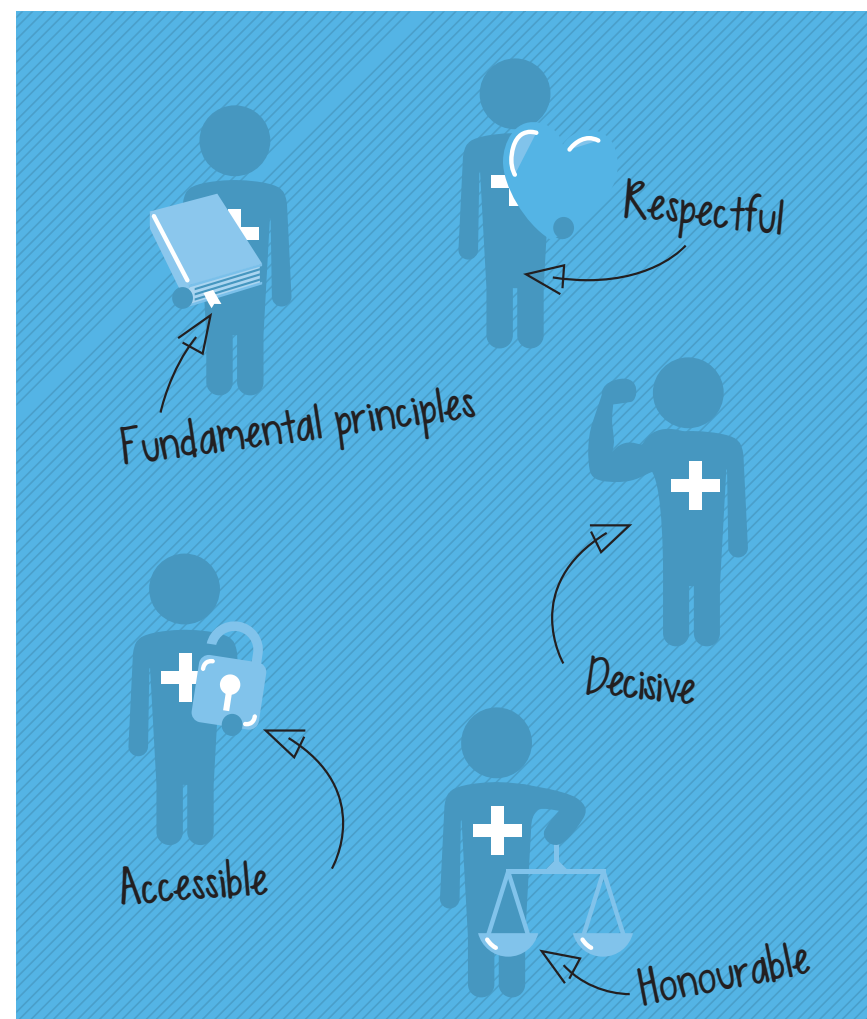
- ✓ offer assistance to everyone who needs it;
- ✓ value everyone who makes a contribution in terms of time or money, no matter how small;
- ✓ am open to new ideas and innovation.



I stand for...

As the Netherlands Red Cross we assist the most vulnerable people. We do this both nearby and far away. We do this from the bottom of our hearts, and with our sleeves rolled up. Because we are the Red Cross.

Together, we have built an organisation that consists of a great number of volunteers and professionals. We have an open culture, that values everyone for their contribution; in kind or money, no matter how small.



Why a Code of Conduct?

We want to take a decisive stance in society. We want to be transparent, honourable and accessible for our fellow human beings. This is how our daily actions should mirror the intentions of the Netherlands Red Cross. We assume this responsibility and expect the same in return.

This is why we have drafted our Code of Conduct. This code is in line with Henry Dunant's philosophy and the fundamental principles of the international Red Cross.

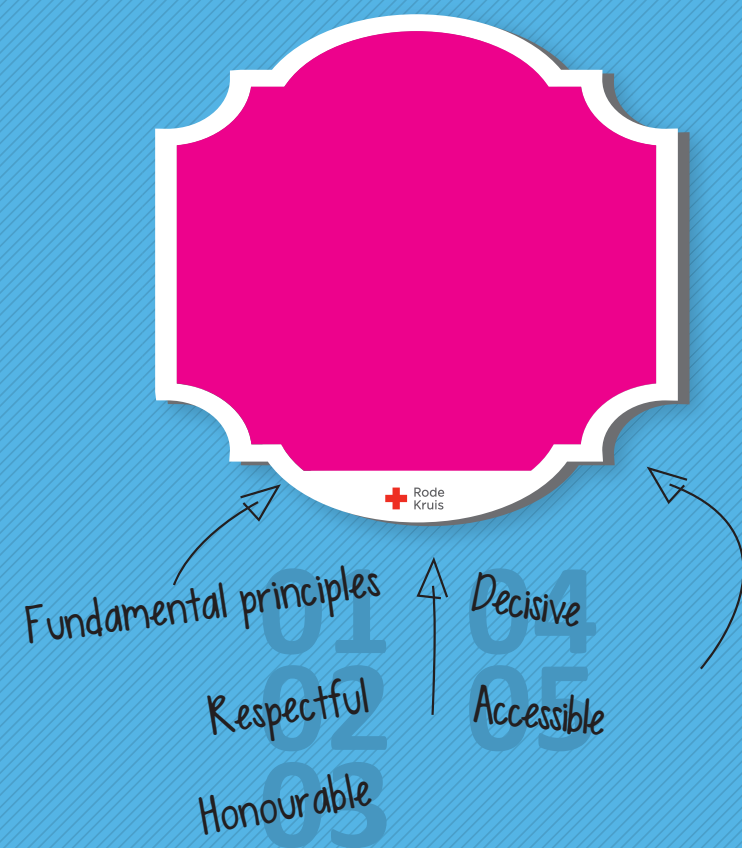
It describes how we are to conduct ourselves when we are representing the Netherlands Red Cross.

It applies to everyone, including you

Every time and every where someone is working for or recognisable as a representative of the Netherlands Red Cross our Code of Conduct is applicable.

This code applies to everyone who is active on our behalf: volunteers, board members, professionals, ambassadors and spokespersons for the Netherlands Red Cross.

This is what I stand for



✓ I am willing to sign for this

I herewith declare that I understand the content of the Code of Conduct, that I endorse and undertake to uphold it at all times.

Name:	
Address:	
Address:	
Place:	
Position:	
Place of signature:	Date of signature:
My signature:	

