

# Being Human Global – Ethics Policy

*“Making the difference in everyday life for animals, for people, for the planet.”*

## 1. Purpose

This Ethics Policy serves as a foundation for all actions, decisions, and partnerships under Being Human Global. It ensures our mission to protect wildlife, elevate lives, and promote harmony between humans and nature is upheld with integrity, respect, and accountability.

## 2. Our Mission

To develop people, create jobs, enhance and elevate lives, and protect endangered wildlife particularly in Asia and Africa through sustainable, inclusive, and impactful initiatives.

## 3. Our Vision

A world where humans and animals thrive together in balance and dignity, empowered by compassion, conservation, and collaboration.

## 4. Our Core Values

**Compassion:** For animals, people, and the ecosystems we serve

**Integrity:** Transparent, honest, and accountable in everything we do

**Respect:** For life, culture, communities, and biodiversity

**Impact:** Measurable, long-term, and transformative results

**Coexistence:** Promoting peaceful, sustainable relationships between humans and wildlife

**Collaboration:** Working hand-in-hand with communities, governments, and partners

## 5. Ethical Principles

### 5.1. Animal Welfare

We uphold the highest standards of care, safety, and dignity for all animals we protect.

We oppose any form of animal cruelty, exploitation, or neglect.

We use non-invasive, science-based practices in wildlife tracking, treatment, and rehabilitation.

### 5.2. Community Commitment

We engage local communities with respect, listening, and mutual benefit.

We create jobs and opportunities that uplift lives and strengthen conservation goals.

We never impose solutions—we co-create them with those affected.

### 5.3. Transparency & Accountability

We commit to open financial reporting and clear use of funds.

We ensure donations, sponsorships, and resources are used strictly for their intended purposes.

We measure impact honestly and share results with stakeholders.

#### **5.4. Environmental Responsibility**

We minimize environmental harm in all our operations.

We champion reforestation, anti-poaching, sustainable development, and low-impact practices.

We support circular, regenerative, and ethical sourcing in all merchandise and infrastructure.

#### **5.5. Ethical Fundraising & Sponsorship**

We only accept funds and partnerships from sources aligned with our ethics.

We do not tolerate greenwashing or performative philanthropy.

We ensure donors and sponsors understand our mission and uphold shared values.

#### **5.6. Inclusion & Non-Discrimination**

We welcome and respect diversity in culture, background, belief, gender, and ability.

We do not tolerate racism, discrimination, harassment, or exploitation of any kind.

We strive for equity in leadership, decision-making, and community representation.

#### **5.7. Innovation with Integrity**

We embrace technology, research, and knowledge sharing for conservation.

We protect the rights of contributors, scientists, and Indigenous knowledge holders.

We ensure innovations benefit, not exploit, people or ecosystems.

### **6. Code of Conduct**

All staff, volunteers, partners, and representatives of Being Human Global are expected to:

- Act with honesty, kindness, and responsibility at all times
- Prioritize the safety of animals, communities, and colleagues
- Report unethical behavior without fear of retaliation
- Represent the organization's values both online and offline

### **7. Data Ethics & GDPR Compliance**

Being Human Global is committed to ensuring that all personal data collected, stored, or processed is handled in strict compliance with the General Data Protection Regulation (EU) 2016/679 ("GDPR") and the Norwegian Personal Data Act.

All staff, volunteers, partners, and contractors must ensure:

- Lawfulness, fairness, and transparency in all data processing.
- Data collection limited to what is necessary for our mission ("data minimisation").
- Accuracy and timely updating of personal data.
- Secure storage and restricted access to sensitive information.
- Respect for all data subject rights under GDPR, including access, rectification, erasure, restriction, portability, and objection.
- No sharing of personal data with third parties without explicit consent or lawful basis.
- Immediate reporting of any data breaches to the Data Protection Officer.

Whistleblower reports and related data will be kept strictly confidential and handled

according to GDPR and applicable whistleblower protection laws.

## **8. Violations & Whistleblowing**

Any suspected ethical breach will be investigated promptly and confidentially.

Reports can be submitted to: **ethics@beinghumanglobal.com**

We protect whistleblowers and uphold fairness in all inquiries.

## **9. Review & Updates**

This Ethics Policy is reviewed annually to remain aligned with our growing impact, lessons learned, and global conservation standards.

**Being Human Global** exists because we believe *doing the right thing should never be optional*. This policy is our compass and your trust is our greatest asset.

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