



Fisheries
Transparency
Initiative

FiTI Global Code of Conduct

Version: 1.0

FiTI International Secretariat

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FisheriestI
Fisheriest Transparency Initiative (FiTI)

Preamble

The Fisheries Transparency Initiative (FiTI) is a global multi-stakeholder initiative, which seeks to increase transparency and participation in fisheries governance for the benefit of a more sustainable management of marine fisheries.

Its reputation as an initiative promoting good governance in fisheries, in particular transparency, participation and accountability, is one of its greatest assets. Activities in implementing countries as well as its international governance play an important role in creating and maintaining this reputation.

The purpose of this FiTI Global Code of Conduct (further referred to as the “Code”) is to prevent situations which could compromise FiTI’s national and international reputation, setting out norms of conduct which are expected of those involved in the FiTI.

1. Applicability

The Code applies to the following persons, in the following referred to as “FiTI Stakeholders”, regardless of their location:

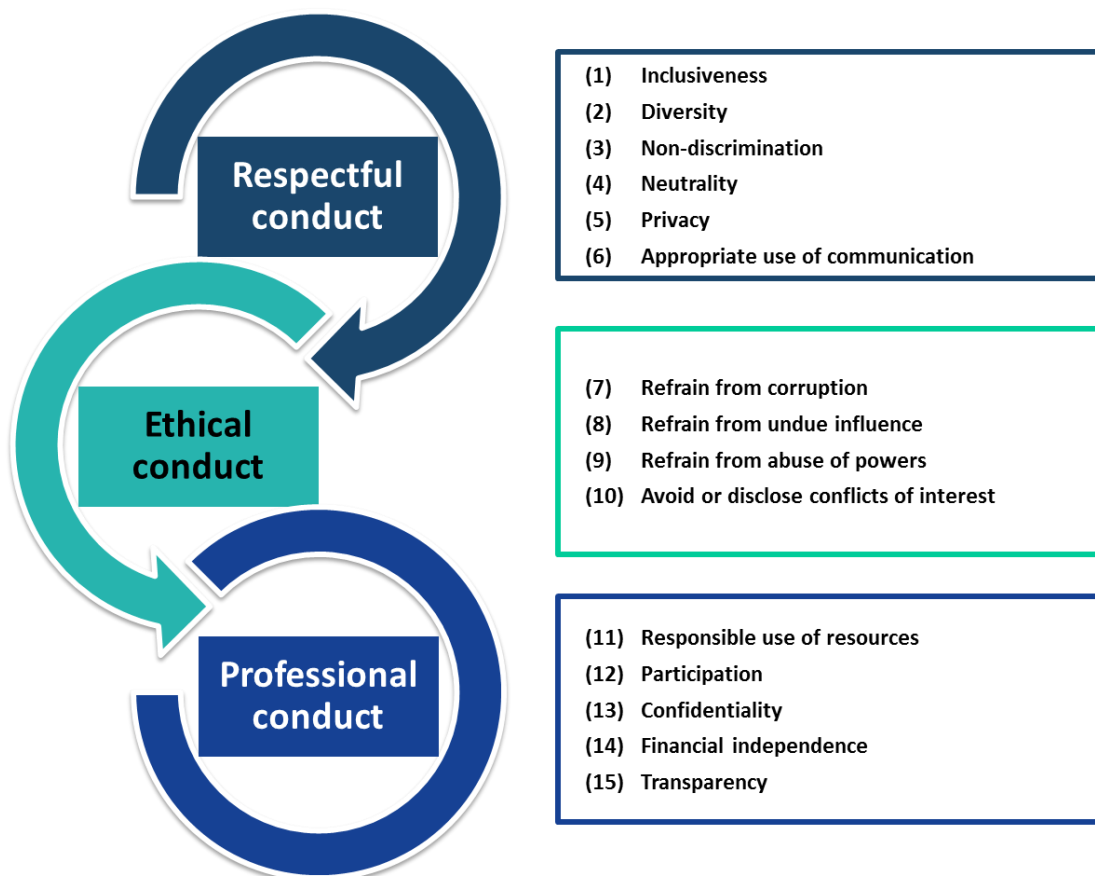
- Members of the FiTI International Board, including Alternates and its Chair;
- Employees, advisors and sub-contractors of the FiTI International Secretariat;
- Members of FiTI National Multi-Stakeholder Groups;
- Employees, advisors and sub-contractors of FiTI National Secretariats.

While not directly legally binding, FiTI Stakeholders commit to abide by this Code within the scope of their FiTI-related activities.

2. Norms of good conduct

FiTI Stakeholders are aware that they have a special role to play in observing the highest standards of good conduct and in promoting the FiTI and its principles¹ to others in a manner that preserves and enhances public confidence in their integrity and the integrity of the FiTI, ensuring that their involvement in the FiTI remains in good standing at all times.

The Code covers three areas of good conduct:



¹ For more information on the FiTI Principles, please refer to <http://fisheriestransparency.org/fiti-principles>

Respectful conduct

FiTI Stakeholders shall treat each other and those with whom they work and interact with respect and consideration, in particular:

1. working in genuine partnership with representatives from governments, business (incl. both large- and small-scale fisheries), civil society and other relevant organisations to increase transparency and participation in fisheries governance for the benefit of a more sustainable management of marine fisheries; ***Inclusiveness***
2. being sensitive to diversity, including in terms of age, nationality, cultural background, gender, religion, disability, political convictions, union activities, family status, and sexual orientation; ***Diversity***
3. not engaging in or facilitating any discriminatory or harassing behaviour directed towards anyone whom they come in contact with; ***Non-discrimination***
4. not allowing their political affiliations and/or activities to unduly influence or interfere with the political neutrality that is the hallmark of the FiTI; ***Neutrality***
5. respecting the privacy and private lives of each other and those with whom they work and interact with when dealing with personal information; ***Privacy***
6. ensuring that their professional and personal communication, e.g. on social media, neither includes discriminatory, non-polite, and sexist language, nor that it harms or undermines the reputation and communication of the FiTI. ***Appropriate use of communication***

Ethical conduct

FiTI Stakeholders shall observe the highest standards of ethical conduct, in particular:

7. not tolerating corruption, including bribery, extortion and money-laundering in any form, whether direct or indirect – this includes facilitation payments, which are bribes and must not be made;

Refrain from corruption

8. not soliciting or accepting gifts, gratuities, discounts, honoraria, travel reimbursements or any other item of value that may influence or be perceived to influence the exercise of the stakeholder's function, performance or judgement;

Refrain from undue influence

Any of the above-mentioned benefits over the value of USD 150 must be declared to and recorded by either the FiTI International Board or the relevant FiTI National Multi-Stakeholder Group. Any benefit considered excessive must be refused.

9. not abusing powers granted by their duty nor representing to third parties that their authority as FiTI Stakeholders extends any further than that which it actually extends to;

Refrain from abuse of powers

10. acting at all times in the best interest of the FiTI and be highly sensitive to conflicts of interest. A conflict of interest occurs when a FiTI Stakeholder's personal interests interfere with the stakeholder's FiTI-related duties. Such personal interests may include financial and non-financial benefits for themselves, their families, close personal acquaintances, but also benefits for associated voluntary organisations, statutory authorities, commercial organisations or other bodies.

Avoid or disclose conflicts of interest

All FiTI Stakeholders are expected to avoid influences that conflict with the best interests of the FiTI. If a conflict of interest cannot be avoided, it must be declared by the FiTI Stakeholder in conflict as soon as he/she becomes aware of such a situation. Conflicts of interest should also be reported by other FiTI Stakeholders.

Even the appearance of a conflict of interest can be damaging and must be avoided unless, after full disclosure, it is determined by the applicable governance body (e.g., FiTI

International Board, National Multi-Stakeholder Group) that the conflict is not harmful to the FiTI or otherwise improper.

If a conflict or potential conflict of interest is determined to exist, then the applicable governance body (e.g., FiTI International Board, National Multi-Stakeholder Group) will formulate the appropriate manner of addressing such a conflict, depending on the nature and circumstances of the situation. In certain cases, full disclosure of such conflict may already be adequate. Other cases may require the recusal of the FiTI Stakeholder from the matter giving rise to the conflict of interest. Recusing means e.g. that FiTI Stakeholders cannot vote on the matters affected by those interests, nor will they be counted when deciding whether the meeting is quorate for the purpose of discussing and deciding on those matters. In other situations, disciplinary actions against a FiTI Stakeholder in clear violation against this policy may be appropriate.

Professional conduct

FiTI Stakeholders shall dedicate themselves to perform their assigned duties with respect and confidence in an effective, cost-sensitive and timely manner, in particular:

11. using FiTI services, resources, equipment, or property in a cost-efficient and environmental-friendly way and for FiTI-related purposes only, while adopting a responsible behaviour in the use of resources and property dedicated to the FiTI, including care to using materials sparingly, recycling, disposing waste and avoiding waste;
12. using their best efforts to regularly participate in relevant professional activities implied by their role;
13. being mindful not to use other than in the furtherance of their duties any information that they receive in the discharge of

***Responsible use
of resources***

Participation

Confidentiality

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their duties to the FiTI and which is not already in the public domain (in any manner);².

14. not accepting funds or favours that might impair the independence and reputation of the FiTI, or that are granted under condition or structured in such a way that FiTI Stakeholders refrain from independent action;
15. being at all times transparent both in their personal relationship to FiTI and in official dealings on behalf of FiTI.

*Financial
independence*

Transparency

² FiTI Stakeholders continue to be bound by this obligation for two years after termination of their mandate.

3. Responsibility of implementation

The responsibility of implementing this Code lies with the FiTI International Board as well as the FiTI National Multi-Stakeholder Groups of implementing countries, as follows:

- Implementation activities related to the national FiTI implementation process shall be conducted by the FiTI Multi-Stakeholder Group.
- Implementation activities related to the international governance shall be conducted by the FiTI International Board.

Implementation activities shall ensure awareness, understanding and adherence to the Code, including the following:

- Providing guidance and advice and, if required, training on the interpretation and implementation of the Code;
- Encouraging internal dialogues on the Code and wider good governance principles,
- Referencing the Code in relevant Terms of References or governing by-laws;³
- Annexing the Code to all contracts of employment and requiring explicit acknowledgment;
- Ensuring that internal systems, policies and procedures are in place and consistent with this Code;
- Confirming that all relevant FiTI Stakeholders are familiar with the Code and, upon request, reporting on its implementation to the FiTI International Board through the International Secretariat;
- Referencing the Code on FiTI-related websites;
- Applying appropriate sanctions for non-compliance with the Code and seeking to resolve the issue that led to non-compliant behaviour.

4. Raising concerns

FiTI Stakeholders shall raise any concerns about an interpretation, application or suspected violation of the Code with regards to a national FiTI implementation to the relevant FiTI National Multi-Stakeholder Group.

In case the National Multi-Stakeholder Group is unable to resolve the concern, it shall be raised to the FiTI International Board via the FiTI International Secretariat.

³ National Multi-Stakeholder Groups are free to add their own policies in order to address country-specific issues.

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In case a FiTI Stakeholder is not comfortable raising such a concern directly with the FiTI National Multi-Stakeholder Group, the concern shall be addressed to the FiTI International Board via the FiTI International Secretariat.

FiTI Stakeholders shall raise any concerns about an interpretation, application or suspected violation of the Code with regards to the international governance, as well as all other matters, to the FiTI International Board via the FiTI International Secretariat.

The FiTI International Board and the National Multi-Stakeholder Groups, respectively, may establish sub-committees for dealing with Code issues in the first instance, but apply due process and permit appeals to the full groups.

FiTI Stakeholders shall not discriminate nor be discriminated against or disciplined or reprimanded for reporting concerns or requesting guidance concerning the Code whether or not these concerns are established as valid or substantiated.

5. Amendments

The FiTI Global Code of Conduct is a living document and shall be reviewed regularly. Amendments to the Code shall be discussed and approved by the FiTI International Board.

Change history

<u>Version</u>	<u>Date</u>	<u>Description</u>
1.0	01.01.2019	Approval of the FiTI Global Code of Conduct by FiTI International Board during 5 th International Board meeting (Decision ID: BM-05_2018_D-08).