

The integrity system consists of two policies:

- The Global Secretariat Code of Conduct applies to all our employees, interns, contractors, as well as GPPAC Board members. It outlines the need to protect the organisation's legality and thus behave ethically and responsibly concerning the organisations' finances, partnerships and public image. At the same time, respect is the underlying principle of the code. Any discrimination, harassment or victimisation is unacceptable behaviour. The code sets the basis to ensure that any conduct that is perceived as inappropriate will be addressed. For that matter, we have appointed two confidential counsellors and two integrity officers to ensure that any report of a possible integrity violation is followed up and investigated if necessary.
- The GPPAC Network Integrity policy sets out how member organisations, their employees, interns, volunteers and others associated with them should put into practice the same principles of the Code of Conduct in their involvement in GPPAC activities, and when representing GPPAC in any way. In 2019, this policy received broad support of our network members and was approved by the International Steering Group. It was also agreed to establish a Network Integrity Committee in 2020 to ensure the implementation of the policy. We also encourage members to apply the principles of the policy in their non-GPPAC work and to develop their own code of conduct if they do not have one already.

Embedding integrity in our daily work

At the GPPAC Global Secretariat we aim to align the code of conduct with the internal working culture. Accordingly, we have adopted a set of actions to focus on the strengthening of two main topics: a culture of feedback and individual ownership. Some of the activities foreseen are a quarterly "take the pulse" mini-survey coordinated by the confidential counsellor, possible ethical dilemmas to be regularly discussed during team meetings and a workshop for providing feedback and active listening will take place in the first half of 2020. The management team of GPPAC Global Secretariat is taking this topic seriously and is keen on setting the right example of good behaviour.

Learnings

Breaches of integrity in the network to date have been rare, and network members have felt comfortable enough to raise them with the Global Secretariat staff when they did occur. We have dealt with these on an ad hoc basis in the past, and this is part of what helped us realise we need a system and a structured approach. We are confident that with a code of conduct and a Network Integrity Policy in place, we will be able to manage appropriately any integrity-related incident in the future, whether it concerns the behaviour of our staff or our network members.