



Sightsavers' Code of Conduct for Partners

Ascend Learning & Innovation Fund

Ascend
West and Central Africa



Sightsavers' Code of Conduct for Partners

Sightsavers expects all programme partners to protect the rights and safety of their employees and beneficiaries. We expect partners to operate in an environment where:

- safeguarding policies and procedures are in place to protect beneficiaries, especially children;
- there is no abuse or exploitation of any persons, including children;
- working pay and conditions comply with local law;
- employment is freely chosen;
- the rights of staff to freedom of association and collective bargaining are respected;
- working conditions are safe and hygienic;
- working hours are not excessive;
- no gender, racial or religious discrimination is practised;
- regular employment is provided;
- no harsh or inhumane treatment of staff is allowed; and
- steps are taken to ensure the least possible impact on the environment.

Sightsavers may take steps to terminate partnerships with any organisation found to:

- have insufficient safeguarding policies and procedures in place, if there is no willingness to work with Sightsavers to develop and/or strengthen these within a reasonable timeframe;
- demonstrably violate anyone's basic human rights, if there is no willingness to address the situation within a reasonable timeframe if requested to do so;
- be unable to resolve complaints about quality or customer service;
- be involved in the manufacture of arms or the sale of arms to governments, which systematically violate the human rights of their own or others citizens;
- be involved in pornography, prostitution, or gambling (other than legal government-sanctioned lotteries).

This Code of Conduct is a basic requirement of what is expected from our partners. This code highlights our commitment to the Modern Slavery Act 2015 and wider legislation.

We assume that by signing this code, our partners agree to adhere to the conditions of the code and will reasonably enforce the same with their subcontractors. If the code cannot be adhered to, or there are instances of this code being breached by the partner or subcontractor, we would expect immediate notification of such an incident and a formal review of the relationship would be initiated.

I/we the undersigned agree to adhere to Sightsavers' Code of Conduct for partners:

Organisation: _____

Signature (dated): _____

Name and position: _____