Panthera

Code of Conduct

Panthera staff members set up remote cameras, Washington, USA
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Code of Conduct

Panthera is committed to maintaining the highest ethical and professional standards across our global operations as we work to conserve the world's wild cats and their habitats.

Panthera field scientist uses telemetry to track a collared wild cat, Costa Rica
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1. Purpose and Scope

This Code of Conduct sets the standards for how we conduct ourselves as Panthera employees, interns, volunteers, members of the board of directors, and representatives (collectively, "Panthera Staff"), and as Panthera grantees, contractors, consultants, and suppliers, and their respective subgrantees, employees, and representatives (collectively, "Partners"). All Panthera Staff and Partners are required to read and comply with this Code of Conduct. This Code of Conduct reflects our values and serves as a working guide to ensure that our behavior complies with laws, donor requirements, and ethical responsibilities. It applies to all who represent Panthera, anywhere in the world.

2. Our Mission, Vision, and Values

All of Panthera's programs, projects, and activities are guided by our mission, vision, and core values.

- **Mission:** Ensure a future for wild cats and the vast landscapes on which they depend.
- **Vision:** A world where wild cats thrive in healthy, natural and developed landscapes that sustain people and biodiversity.

Core Values

- Believe in a world with more wild cats: We know that when we create the right conditions for wild cats, they thrive benefiting people and all biodiversity.
- Lead with science: We use evidence to inform decisions that improve outcomes for wild cats and continually seek new and better ways to answer tough questions.
- Involve and respect people: We engage a wide range of knowledge, cultures, ideas, and alliances to solve complex problems and achieve better results in everything we do.
- Go boldly: We direct our resources and efforts where we can make the biggest impact on wild cats, even when the challenge is great.
- Get the job done: We commit to delivering objective, measurable results for wild cats and the people who live with them.

3. Our Commitments

Respect and Professionalism

Panthera Staff and Partners conduct our activities with professionalism and respect for the people with whom we interact. We:

- Treat Panthera Staff, Partners, donors, and community members with dignity and fairness.
- Maintain a respectful work environment that is free from harassment, bullying, and discrimination.
- Celebrate a wide range of cultures in our work.

Related policies: Panthera Staff act in accordance with the Panthera Global Handbook, which contains an array of policies to guide our behavior, including the "Prohibited Harassment, Including Sexual Harassment" policy, and the Employee Standards of Conduct.

Human Rights and Safeguarding

At Panthera, we believe that the well-being of wild cats and people are inextricably linked and that our conservation impact must be measured in terms of actions that sustain us both. We are committed to respecting human rights and protecting against abuse, neglect, and harm in connection with our conservation activities. We:

- Respect internationally recognized human rights.
- Protect vulnerable groups, including children.
- Have zero tolerance for sexual exploitation, abuse, and harassment.
- Prohibit forced labor, child labor, human trafficking, and modern slavery.
- Provide safe and healthy working conditions.

Related policies: Panthera Staff and Partners are guided by our Statement of Principles on Human Rights; Free Prior and Informed Consent Policy; Community Engagement Policy; Partnership Policy; Operational Grievance Mechanism; and Policy on Protection from Sexual Exploitation, Abuse and Harassment (PSEAH). Panthera Staff refer to the Panthera Global Handbook sections on our Commitment to Safety, Security, and Emergency Response Protocols.

Integrity, Compliance, and Accountability
Panthera Staff and Partners act with integrity, comply with legal requirements, and uphold our obligations to Panthera donors. We:

- Comply with all applicable laws, regulations, and donor requirements.
- Protect confidential information and respect intellectual property rights.
- Prohibit bribery, corruption, fraud, extortion, money laundering, and terrorist financing.
- Avoid conflicts of interest and disclose any potential or actual conflicts.
- Manage donor funds responsibly and according to any donor restrictions.
- Maintain accurate and complete records.
- Provide clear and timely financial reporting to our donors and make our audited financial statements and tax returns publicly available.
- Report any misconduct, violations, or suspected wrongdoing.

Related policies: Panthera Staff and Partners must comply with our Policy Against Corruption and Bribery, and our Conflict of Interest Policy. Panthera Staff follow our internal finance and accounting policies and procedures.

Environmental Responsibility
As a wildlife conservation organization committed to conserving landscapes that sustain people and biodiversity, Panthera conducts its activities in an environmentally sustainable manner. We:

- Uphold conservation values in all our actions.
- Minimize environmental impact and promote sustainability in our operations and partnerships.
- Obtain and maintain any necessary environmental permits.

Related policies: Panthera Staff are expected to follow the Green Pledge in our Global Employee Manual.

Community and Partnership Engagement
Panthera aims to meet wildlife conservation goals in a way that respects the rights and views of communities and recognizes their essential roles in the stewardship of biodiversity and sustainable resource management. We:

- Respect the rights, cultures, and traditions of the communities where we work.
- Work collaboratively with local partners and range states, ensuring respectful, ethical and fair practices.
- Promote equality and meaningful community participation.

Related policies: Panthera Staff and Partners uphold our Community Engagement Policy and Partnership Policy.

Effectiveness
Panthera upholds and adheres to the highest standards of scientific excellence and integrity. We:

- Implement conservation approaches and programs based on the best available science.
- Innovate conservation approaches to improve effectiveness of conservation actions.
- Monitor and evaluate our work to contribute towards scientific understanding and improve conservation outcomes.

Panthera staff members plant trees, Costa Rica
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Panthera staff members wearing Panthera campaign t-shirts, Thailand
©Panthera

4. How to Raise a Concern

Panthera Staff and Partners are required to report violations of this Code of Conduct.

Concerns can be reported by email, grievances@panthera.org, online via Panthera's Ethics Reporting Hotline, panthera.ethicspoint.com, or by calling Panthera's telephone hotline. The U.S. toll-free number is 1-833-718-5588, and a listing of our other country-specific toll-free numbers can be found at panthera.ethicspoint.com. Panthera Staff should report concerns to their manager, Human Resources contact, the General Counsel, or other appropriate member of Panthera leadership.

Panthera will address complaints in accordance with its policies and procedure, and applicable legal and donor requirements.

Reports may be made anonymously. Retaliation against reporters is prohibited.

5. How to Ask Questions

All Panthera Staff and Partners are required to read and comply with this Code of Conduct, and are encouraged to ask questions about any portion of the Code of Conduct, or any policy that is unclear.

Questions may be directed to, either:

- General Counsel, legal@panthera.org
- Human Resources, hr@panthera.org