



Integrity Policy and Code of Conduct

1. Purpose

Global March Against Child Labour is committed to the highest standards of integrity, accountability, transparency, inclusion, independence, and respect in all its activities. Integrity is not only about compliance with rules and regulations; it is also about fostering a culture of ethical behaviour, professionalism, and responsibility. Every person representing Global March is expected to act in a manner that upholds the organisation's mission, reputation, and values.

This Policy applies to all Board members, employees, consultants, volunteers, interns, implementing partners, contractors, suppliers, and any person acting on behalf of Global March.

2. Core Values

Global March is guided by the following values:

- **Integrity:** Acting honestly, ethically, and in the best interests of children and communities.
- **Respect:** Treating all people with dignity, fairness, and consideration.
- **Inclusion:** Promoting equality, diversity, and non-discrimination.
- **Transparency:** Being accountable and open in decision-making and use of resources.
- **Independence:** Acting free from improper political, religious, personal, or financial influence.

- **Sustainability:** Supporting long-term solutions that advance children's rights and well-being.

3. Standards of Conduct

3.1 Professionalism

All representatives of Global March shall:

- Act honestly, responsibly, and professionally always.
- Maintain public confidence in Global March through ethical conduct.
- Respect applicable laws, regulations, donor requirements, and human rights standards.
- Exercise sound judgment and avoid conduct that could damage the reputation of Global March.
- Not perform official duties while under the influence of alcohol, illegal drugs, or other intoxicating substances.

3.2 Respect, Equality and Non-Discrimination

Global March provides an environment free from discrimination, harassment, intimidation, exploitation, victimisation, and abuse.

Employment and partnership decisions shall be based on merit, qualifications, experience, and organisational needs. Discrimination based on race, caste, ethnicity, gender, religion, age, disability, nationality, marital status, sexual orientation, or HIV status is prohibited.

3.3 Gender Equality and Protection

Global March has zero tolerance for sexual harassment, sexual exploitation, abuse, and gender-based discrimination.

All representatives shall:

- Respect the dignity and rights of all persons.
- Refrain from unwelcome sexual advances, requests for sexual favours, or inappropriate conduct.
- Avoid any behaviour that creates an intimidating, hostile, or offensive environment.
- Promote equal participation, leadership, and opportunities for women and men.

3.4 Child Protection and Safeguarding

The safety, dignity, participation, and rights of children are paramount.

All representatives must:

- Protect children from physical, emotional, psychological, sexual, and economic harm.
- Respect children's privacy and dignity.
- Never engage in any form of child abuse, exploitation, or inappropriate behaviour.
- Not engage in sexual activity with children under any circumstances.
- Immediately report any safeguarding concerns or suspected abuse.

Global March maintains a zero-tolerance approach to child abuse and exploitation.

3.5 Anti-Corruption, Bribery and Fraud

Global March maintains zero tolerance for corruption, bribery, fraud, theft, embezzlement, and misuse of organisational resources.

Representatives shall:

- Not offer, solicit, or accept bribes or improper benefits.
- Not use their position for personal gain.
- Disclose actual, perceived, or potential conflicts of interest.
- Maintain accurate records and transparent financial practices.
- Report suspected fraud, corruption, or financial misconduct immediately.

3.6 Conflicts of Interest and Gifts

Individuals must avoid situations where personal, financial, family, or political interests conflict with the interests of Global March.

Gifts, hospitality, or benefits that may influence—or appear to influence—decision-making shall not be accepted. Any gift received because of one's position must be disclosed and managed in accordance with organisational procedures.

4. Confidentiality, Data Protection and Responsible Use of Resources

All personnel must protect confidential information relating to children, employees, beneficiaries, donors, and partners.

Representatives shall:

- Use organisational resources solely for legitimate purposes.
- Protect confidential and sensitive information.
- Obtain appropriate consent before collecting or using personal information, images, or recordings.
- Process personal data only for legitimate purposes and in accordance with applicable privacy laws.
- Use information technology systems responsibly and securely.
- Protect organisational property, equipment, finances, and information assets from misuse.

5. Safe and Healthy Workplace

Global March is committed to maintaining a safe, healthy, and secure working environment. The organisation prohibits discrimination based on actual or perceived HIV status. HIV-related information shall remain confidential, and mandatory HIV testing shall not be required as a condition of employment or engagement.

All personnel are expected to comply with health, safety, security, and safeguarding procedures and to take reasonable steps to protect themselves and others from harm.

6. Implementing Partners

Partner Responsibilities

Implementing partners are expected to uphold standards equivalent to those of Global March and shall:

- Comply with applicable laws and donor requirements.
- Uphold child protection, safeguarding, anti-corruption, and non-discrimination principles.
- Maintain effective governance, financial controls, and accountability systems.
- Cooperate fully with monitoring, audits, evaluations, and investigations.
- Ensure that their personnel understand and comply with this Policy.
- Promptly report misconduct, safeguarding incidents, fraud, or ethical violations.

Partner Selection

Global March selects implementing partners through transparent due diligence processes based on:

- Alignment with Global March's mission and values.
- Commitment to child rights and safeguarding.
- Organisational, technical, and financial capacity.
- Legal compliance and ethical reputation.
- Ability to deliver quality programmes safely and effectively.

Global March reserves the right to suspend or terminate partnerships where integrity, safeguarding, or compliance concerns are identified.

7. Reporting, Whistleblowing and Accountability

All representatives have a duty to report suspected:

- Child protection violations
- Fraud and corruption
- Harassment or discrimination
- Conflicts of interest
- Abuse of authority
- Serious breaches of this Policy

Reports made in good faith will be treated confidentially and investigated fairly, promptly, and impartially. Retaliation against individuals who report concerns or participate in investigations is strictly prohibited. Managers have a special responsibility to foster a culture of openness, accountability, and ethical conduct.

8. Compliance, Investigation and Sanctions

Alleged violations of this Policy may be investigated internally or by an independent third party.

Where misconduct is substantiated, disciplinary measures may include:

- Counselling or mandatory training
- Written warning
- Suspension
- Termination of employment or engagement
- Recovery of losses
- Referral to law enforcement or regulatory authorities

Partners, consultants, suppliers, and contractors who violate this Policy may have their agreements suspended or terminated. And if applicable, a claim of indemnity may be filed by Global March Against Child Labour or a refund.