



**GREENPEACE**



### **The Greenpeace Integrity System**

In Greenpeace, our success depends on supporting a movement of people with the courage and conviction to help build a better world. The strength of this movement, as well as the integrity and reputation of Greenpeace, is tied to the ability of its people to uphold and promote the highest standards of ethical and professional conduct.

The responsibility for upholding this integrity is shared and upheld by each staff member in each office and every country that we operate in as we work with communities to promote a green and peaceful future for us all.

This means we must have a strong framework and the necessary tools to ensure a safe working environment, where we can prevent and manage cases of harassment, discrimination and abuse of power. We are shifting the organisational culture so that instead of avoiding conflict, we create transformative spaces for conflict where individuals and the organisation can take responsibility.

- ***Building Integrity Together***

In order to build integrity together, the Integrity Team must bridge organizational values and actions. To achieve this, the integrity system relies on three main areas: Prevention, Processes, and People.

In regards to **Prevention**, the Code of Conduct outlines the expected behaviors that help the organisation define what our people should expect from one other. In addition to this, we have nine Integrity policies to ensure a holistic approach to integrity.



These policies include preventing harassment and sexual harassment, preventing discrimination, avoiding corruption, environmental responsibility, financial responsibility, impartiality and conflict of interest, information and confidentiality, and use of organizational property, services and other resources.

**Processes** defines our main framework of the model protocol for handling suspected integrity violations. In order to put our values at the core of our work, we are always willing to learn from every new case and continuously update our approach.

Finally, anyone from the organization can reach out to our Integrity **People** for support whether that be an Integrity officer (who oversees the Integrity System in their national/regional office) or a Person of Trust (a colleague who is especially trained to provide emotional support and to guide others through the Integrity System).

- ***Documents and Policies***

All staff and volunteers who work with Greenpeace are expected to abide by these policies and principles.

- Model Code of Conduct
- Model Integrity Policies:
  - Avoiding Corruption
  - Impartiality and Avoiding Conflict of Interest
  - Financial Responsibility
  - Greenpeace Property and Services
  - Environmental Responsibility
  - Preventing Harassment and Sexual Harassment
  - Preventing Discrimination
  - Information and Confidentiality
  - Drugs and Alcohol
- Model Protocol for Handling Suspected Integrity Violations



Every National/Regional Office adapts each model policy and protocol to accommodate different legal requirements, needs, and cultural aspects. They are applied to anyone inside Greenpeace regardless of their position, seniority, or length of service.

- ***Restorative Justice***

The Integrity System aims to seek for the truth, and in doing so, ensure accountability. We see conflict not as an obstacle, but as a potential path to learning, justice and healing between peers and within the organisation. While the Integrity System predominantly has an investigative approach aligned to employment legislation, by incorporating Restorative Justice practices and other options for resolution into our work, we aim to provide pathways to healing and justice to Greenpeace communities, helping parties in conflict to reach an understanding and agreement on how the harm and wrongdoing can be repaired and justice achieved.

- ***Confidentiality and Transparency***

We must carefully navigate the tension between confidentiality and transparency before, during and after investigations into potential violations.

Transparency is our working principle of disclosure that is considered and weighed against this right to privacy.

Confidentiality is the right of both parties in an investigation to privacy. This right to confidentiality is also the duty of both parties in an investigation in order to help create, sustain, and maintain a safe space. This safe space is essential before, during, and after the investigative process in order to create the conditions where people are able to comfortably bring forward issues with confidence.

- ***Cases, Outcomes and Resolutions***

Global Integrity data is collected bi-yearly bulked with all offices. The reports are prepared to be shared internally with all staff.



We collect global data to evaluate the effectiveness of the integrity system by, for example, showing if our people have trust in the system and looking if there are changes in the complaints throughout the development of the integrity system. Moreover, it also hopes to provide insights and trends on organisational culture. In making this assessment, the Integrity Team constantly works on improving the integrity system by, for example, addressing if there are trust issues in the system, identifying gaps and weaknesses in the system, including reinforcing training related to certain policies and behaviors and providing additional support to key stakeholders. With these reports, the Integrity Team also seeks to be transparent, showing the consequences of integrity complaints, how seriously the organisation takes these matters and to demonstrate that there is a process to define whether a complaint will be investigated or not.

[Link to latest Global Integrity Reports](#)

- *Looking ahead*

In 2024, we remain committed to advancing the development of the Integrity System. Our efforts will be guided by the data and insights gathered from our 2023 report. Specifically, we recognise the need to continue addressing issues regarding the prevention of harassment, sexual harassment, and discrimination. To achieve this, we plan to work closely with the Global Integrity Officers Community and Global Persons of Trust Community to raise awareness and understanding of Justice, Equity, Diversity, Inclusion and Safety (JEDIS) Integrity related topics and to further implement Restorative Justice.

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