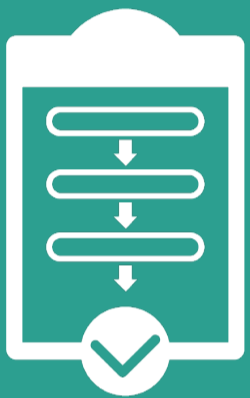


TRANSPARENCY & DIALOGUE

CLEAR & ACCESSIBLE PROCEDURES



ECPM CONSIDERS THAT CLARITY AND TRANSPARENCY PLAY AN ESSENTIAL PREVENTIVE ROLE IN AVOIDING CONFLICTS AND ENSURING FAIR PRACTICES.

To this end, I make a personal commitment to:

- Take part in the development and dissemination of internal and external operating rules.
- Ensure I am aware of ECPM's existing rules and reference tools to implement actions and make decisions.

OPEN & REGULAR COMMUNICATION



ECPM CONSIDERS RESPECTFUL AND CONSIDERATE COMMUNICATION TO BE ESSENTIAL.

To this end, I make a personal commitment to:

- Promote inclusive and constructive dialogue, both internally and externally.
- Contribute to research and communication of clear and accessible information about strategies and decisions.
- Where necessary, in the event of disputes, mobilise internal or external resources (e.g. mediators).

TRANSPARENCY IN DECISION-MAKING PROCESSES & CLARIFICATION OF ROLES



ECPM CONSIDERS THAT RESPECTING THE PRINCIPLES OF TRANSPARENCY AND DIALOGUE HELPS TO STRENGTHEN TRUST AND COHESION WITHIN THE ASSOCIATION AND WITH OUR STAKEHOLDERS.

To this end, I make a personal commitment to:

- Ensure or request that the responsibilities, roles and tasks of each individual are clearly defined and communicated.
- Establish tools to enhance transparency in decision-making.
- Foster participation of all stakeholders in decision-making.

COMMITMENT

RESPECTING ONE'S OWN AND OTHERS' COMMITMENT & LIMITS

RESPECTING EACH INDIVIDUAL'S COMMITMENT REQUIRES RECOGNITION OF INDIVIDUAL CONTRIBUTIONS. RECOGNISING EACH OTHER'S LIMITS HELPS TO MAINTAIN THE QUALITY OF COMMITMENT OVER THE LONG TERM. THE AIM IS TO FOSTER A BALANCED, RESPECTFUL AND CARING WORKING ENVIRONMENT.



To this end, I make a personal commitment to:

- Respect and recognise the capacity for commitment and individual contributions of each individual within ECPM.
- Assess and express my capacity for commitment and say no when I deem it necessary.
- Ensure consistency between my commitments and ECPM's mandate, while respecting my own limits.

ADAPTABILITY

ADAPTING DOES NOT MEAN ACCEPTING EVERYTHING

IT REQUIRES SENSITIVITY, VIGILANCE AND CRITICAL THINKING IN DIFFERENT CONTEXTS WITHOUT EVER COMPROMISING FUNDAMENTAL HUMAN RIGHTS PRINCIPLES.



To this end, I make a personal commitment to:

- Demonstrate a capacity to adapt to change while maintaining a pace appropriate to my work.
- Respond to emergencies while protecting myself and my colleagues, in particular by fostering a space for collective and concerted dialogue.
- Promote dialogue and adapt to different contexts and realities, with the aim of fulfilling ECPM's mandate.
- Leverage ECPM's unique mandate to define the scope of interventions.
- Preserve the integrity and independence of my commitment and that of ECPM in all circumstances.

ETHICAL & RESPONSIBLE

TRACEABILITY



ECPM CONSIDERS THAT ETHICAL BEHAVIOUR IS ESSENTIAL AND MUST BE DEMONSTRATED IN ALL OUR ACTIONS, INCLUDING OUR PURCHASING DECISIONS. THIS REQUIRES PARTICULAR VIGILANCE WITH REGARD TO THE TRACEABILITY OF THE PRODUCTS WE USE. OUR PURCHASING CHOICES REFLECT OUR CONVICTIONS. BY GIVING PREFERENCE TO PRODUCTS THAT ARE ETHICALLY PRODUCED, TRACEABLE AND RESPECTFUL OF HUMAN RIGHTS AND THE ENVIRONMENT, ECPM AFFIRMS THAT ETHICS ARE NOT LIMITED TO RHETORIC, BUT ARE EMBODIED IN ITS DAILY PRACTICES, INCLUDING IN THE PRODUCTS THE ASSOCIATION USES.

To this end, I make a personal commitment to:

- Minimise and, where possible, avoid purchase of communication items (“goodies”) produced in retentionist states.
- Give preference, where possible, to companies participating in rehabilitation programmes.
- Prioritise the geographical origin and the ethical aspects of production and materials, even if this means limiting the quantity of items ordered.

ENVIRONMENTAL AWARENESS



ECPM IS ACTIVELY COMMITTED TO PROTECTING THE ENVIRONMENT BY ENSURING THAT ITS ACTIONS DO NOT CAUSE HARM, OR BY MINIMISING THEIR NEGATIVE ENVIRONMENTAL IMPACT. OUR HUMAN RIGHTS WORK IS INSEPARABLE FROM ECOLOGICAL ISSUES. PRESERVING THE ENVIRONMENT IS ABOUT ENSURING A LIVEABLE AND RESPONSIBLE FUTURE. THIS AWARENESS IS REFLECTED IN OUR PURCHASING STRATEGIES, TRAVEL CHOICES AND PRODUCTION METHODS.

To this end, I make a personal commitment to:

- Give preference to companies that comply with environmental standards.
- Purchase reconditioned equipment whenever possible.
- Give preference to digital versions over print versions.
- Streamline my travel and that of partners, in particular by following ECPM’s travel procedure.

PROTECTION OF INDIVIDUALS

ENSURING THE SAFETY OF INDIVIDUALS

ECPM IS COMMITTED TO ENSURING THE SAFETY OF INDIVIDUALS IN ALL ITS ACTIONS AND ACTIVITIES. PROTECTING INDIVIDUALS MEANS RECOGNISING THEIR VULNERABILITY AND RESPONDING PROACTIVELY AND RIGOROUSLY.

PROTECTING INDIVIDUALS ALSO MEANS ENSURING THAT ECPM'S INTERVENTIONS RESPECT THE CORE PRINCIPLE OF "DO NO HARM". AT EVERY STAGE OF OUR ACTIONS, THE PHYSICAL, PSYCHOLOGICAL AND DIGITAL SAFETY OF ALL THOSE INVOLVED IS AN ABSOLUTE PRIORITY.

To this end, I make a personal commitment to:

- Conduct a systematic assessment of the risks associated with each destination before any travel and take appropriate measures.
- Request consent to use of images and authorisation to share contacts internally and externally.
- Implement all necessary measures to prevent and avoid the risk of reprisals against our stakeholders.
- Ensure that witnesses are received in appropriate conditions.



QUALITY OF LIFE & WORKING CONDITIONS (QLWC)

COOPERATION

IN LINE WITH THE VALUE OF INCLUSION, ECPM PROMOTES PARTICIPATION AND RESPECT FOR EQUIVALENCE (THE PRINCIPLE THAT EVERY PERSON HAS EQUAL VALUE IN EXCHANGES, REGARDLESS OF THEIR STATUS OR ROLE) IN ALL RELATIONS BETWEEN ITS MEMBERS (VOLUNTEERS AND STAFF). ECPM IS COMMITTED TO CONTINUOUSLY IMPROVING THE HEALTH, QUALITY OF LIFE AND WORKING CONDITIONS OF ITS MEMBERS. BUILDING A COOPERATIVE WORKING ENVIRONMENT MEANS ENSURING THAT EVERYONE CAN CONTRIBUTE, BE HEARD AND RECOGNISED. RESPECTING EQUIVALENCE AND ENCOURAGING PARTICIPATION STRENGTHEN COHESION, TRUST AND THE QUALITY OF DECISIONS.



To this end, I make a personal commitment to:

- Encourage participation and respect for equivalence within the team.
- Involve the ECPM members concerned as much as possible in decisions about ECPM's activities and strategy.
- Act with respect and consideration in all my professional relationships.
- Respect and promote the right to disconnect, use it appropriately, and assert it where necessary.
- Make working arrangements that enable me to respect my working environment and that of my colleagues.
- Exercise the right to a workspace that protects my integrity (physical, moral, emotional, etc.).
- Remain alert to situations of distress among my professional peers and, where necessary, seek assistance from relevant contact persons.

INCLUSIVITY

PRINCIPLES OF EQUAL OPPORTUNITIES, NON-DISCRIMINATION AND INCLUSION

ECPM REAFFIRMS ITS COMMITMENT TO THE PRINCIPLES OF EQUAL OPPORTUNITIES, NON-DISCRIMINATION AND INCLUSION. INCLUSIVITY CANNOT SIMPLY BE DECREED; IT MUST BE ACTIVELY DEVELOPED THROUGH OUR BEHAVIOURS AND DAILY VIGILANCE. THE GOAL IS TO MAKE OUR WORKING ENVIRONMENT A SAFE, FAIR SPACE THAT IS OPEN TO ALL.



To this end, I make a personal commitment to:

- Use and promote respectful and inclusive language in my written and oral communications.
- Encourage the participation of everyone, without distinction.
- Take care not to reproduce stereotypes, biases or discrimination.
- Actively support an environment where everyone feels legitimate, heard and respected.
- Obtain training and awareness on issues related to inclusion, equality and combating discrimination.