

CODE OF CONDUCT

This code of conduct contains the key principles that guide our activities as Stichting Nicomachos Climate Justice Fund. This code has been approved by our Supervisory Board and our Board of Directors. It is not intended as a legally binding document and therefore third parties cannot derive any rights from this code.

Mission

We are committed to fundamentally contributing to the realisation of the Paris Agreement standards in the shortest possible time by (co-)financing climate litigation. We aim to support a just transition to a sustainable, climate-resilient society, so that the interests of current and future generations – particularly those of vulnerable and marginalised communities, the world and nature as a whole – are protected.

Core principles

Integrity

We strive to ensure that our work and the work of our partners is well-informed and thorough. We operate transparently, insofar as confidentiality permits, and with integrity. We strive to operate in accordance with all applicable laws and regulations.

Equitable treatment and non-discrimination

We are committed to respecting the right to equitable treatment and non-discrimination of all individuals, particularly members of marginalised groups, both within our organisation and in the projects we support.

Sustainability

As an organisation committed to climate justice, we strive to minimise our ecological footprint as well as the footprint of our employees.

Recognition of positionality

We recognise our own positionality within the climate justice movement as an organisation based in the Global North. We have opened internal discussions about how best to account for this in our work. We strive to contribute informed and meaningful support for a truly climate just future, working to the best of our abilities in solidarity with the communities of the Global South.

Grant-making principles

To achieve our mission, the following principles are central to our grant-making:

Risk tolerance: in light of the urgency and scale of the climate crisis, we take well-considered risks in supporting projects and people who would otherwise not be able to carry out their activities.

Potential impact: we support projects with demonstrated (legal) viability and potential systemic impact. We explicitly assess whether future projects enjoy broad societal backing.

Complementarity: we work complementarily with other (funding) partners in our field.

Our Approach

Communication

We strive to communicate openly, respectfully and without unnecessary delay with both existing and future partners.

Grant-making

Our funding is aimed at strengthening civil society organisations working on structural climate justice. We do not honour applications from religious or political organisations.

We strive for a fair, transparent and respectful selection process.

Our support is based on mutual trust, shared values and potential societal impact.

We recognise the intrinsic value of local knowledge and community-driven approaches.

We do not support projects that:

1. Have a commercial purpose;
2. Have negative impact on climate, environment and biodiversity;
3. Promote discrimination or exclusion;
4. Legitimize violence or illegal activities;
5. Violate fundamental human rights; or
6. Endanger or risk endangering the safety or wellbeing of children.

We do not provide funding to individuals or entities that appear on (inter)national sanctions lists (such as the US, UK and EU), or countries against which there are comprehensive embargos.

Funding sources

1. We receive donations from (inter)national non-profit organisations and individuals.
2. We prioritise accepting funds from parties that are aligned with our mission and are committed to our core principles.
3. We do not accept donations from parties targeted in legal proceedings supported by us, or their competitors.
4. To the extent required by law, we are transparent about the origin and destination of our financial resources.

Conflicts of interest

1. Our Board of Directors only makes decisions that serve its statutory objectives and are in the interest of the organisation.
2. Any form and appearance of personal conflicts of interest is avoided in principle and proactively.
3. If there is (or could be) a conflict of interest, the Board of Directors follows the statutory decision-making rules. This may result in the conflicted director not participating in deliberation and/or decision-making, and the Supervisory Board making the decision if all directors have a conflicting interest.

Confidential information

1. We take all appropriate measures to safeguard confidential information and personal data.
2. Our directors, employees and freelancers understand the importance of confidentiality and are aware of this in everything they do.

Protection of children

Though we do not foresee that our organisation will come into contact with children as part of its activities, we are committed to taking all reasonable measures to prioritise the safety and well-being of children. This includes identifying safeguarding risks, and addressing such risks appropriately. Should we reasonably expect to come into contact with children, we shall adopt a child protection policy that (i) sets out an up-to-date procedure for reporting concerns, (ii) designates a

member of staff responsible for the promotion of child-safe environments and responding to concerns raised and (iii) prescribes criminal records checks in our recruitment process.

Whistleblower policy

Our project partners, directors, employees and volunteers are encouraged to report any activity that has led or could lead to the misuse of funds or other inappropriate or unlawful activity related to funded projects. Such reports can be made confidentially via email to whistleblower@nicomachos.org. The Supervisory Board handles all reports with care and engages (external) legal counsel where necessary. Whistleblowers are protected against retaliation.

Final provisions

1. All (new) employees and contractors will receive a copy of this code for acknowledgment.
2. This code is publicly available on our website.
3. The code will be periodically evaluated and updated.