



Amsterdam, 01 January 2014

Statement of Integrity

Médecins Sans Frontières –
Operational Centre Amsterdam

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Each and every person associated with **Médecins Sans Frontières Operational Centre Amsterdam** (MSF-OCA) is expected to make a personal commitment to align with our core values and to safeguard MSF's principles and assets, including reputation, information, property and equipment. Guiding us in upholding our commitment is the **Médecins Sans Frontières International Charter** and a set of policies on key ethical issues that are integrated into the **MSF-OCA Framework for Responsible Behaviour**. All our employees, volunteers and members must comply with these policies to the letter, including in spirit. Employees confirm their commitment through signing the Charter and a **moral contract**, the **MSF-OCA Code of Conduct**, as an integral part of their employment contract.

MSF-OCA is built upon the belief that the integrity of our organisation is demonstrated by the good conduct of each individual staff member in any location or setting, and is expressed as follows:

"As staff and volunteers of MSF-OCA, our behaviour and actions are defined by the beliefs, values and principles of the organisation. We demonstrate this in our respect for all individuals and communities with whom we work. We hold each other accountable for our behaviour accordingly, and when we identify unacceptable behaviour or malpractice in the organisation, we address it."

The world in which we operate continues to change at unprecedented speed and this requires an agile organisation that embraces diversity and difference. At the same time, however, our actions must remain consistent with the joint values, beliefs and principles we commit to uphold. It is our ambition to strive for lawful and ethical conduct in our operations, supporting offices and all related activities. MSF-OCA maintains a willingness to challenge laws in the interest of our patients. Such choices will be made deliberately, guided by the humanitarian principles and medical ethics to which we subscribe.

Any concerns about appropriate conduct or conflicts of interest must be promptly addressed with care and respect. All suspicions or allegations of violations of the Charter, the Code of Conduct or policy on key ethical issues are handled according to predefined procedures. In cases where violation is established, appropriate sanctions are implemented.

The leadership of MSF-OCA has the additional responsibility of fostering a culture in which compliance with professional ethical rules and legislation is at the core of our activities. Integral to this is a commitment to lead with integrity, to apply consistent decision making, to hold one another accountable for appropriate behaviour, to ensure good governance, and to guide the organisation to champion a humanitarian spirit founded on a culture of respect and wellbeing.

-- End of Statement of Integrity --