

Care for Cambodia Ethical Policy

Introduction

Care for Cambodia is an organization committed to upholding the highest ethical standards in all our operations, from hiring and construction to fundraising practices. This policy provides a framework for our ethical conduct, outlining our commitment to integrity, transparency, and respect for the rights and dignity of all individuals and communities we work with.

Hiring Practices

1. **Equal Opportunities:** Care for Cambodia is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, gender, age, national origin, disability, marital status, or any other protected status.
2. **Fair Recruitment:** We ensure that our recruitment and selection processes are transparent, fair, and based solely on merit.
3. **Safe and Respectful Workplace:** We are committed to providing a safe and respectful work environment, free from harassment, abuse, and discrimination.

Construction Practices

1. **Local Engagement:** We aim to engage local communities in our construction projects, contributing to local economies and promoting sustainable development.
2. **Environmental Responsibility:** We are committed to minimizing the environmental impact of our construction activities. We strive to use sustainable materials and practices wherever possible.
3. **Health and Safety:** We prioritize the health and safety of all workers involved in our construction activities. We adhere to all relevant safety regulations and standards.

Fundraising Practices

1. **Transparency:** We maintain complete transparency in our fundraising activities. We provide clear information about how funds are raised and how they will be used.
2. **Donor Privacy:** We respect our donors' privacy. We do not sell or trade our donors' information with any other entities.
3. **Accountability:** We are accountable to our donors. We ensure that all funds raised are used effectively and efficiently in line with our mission and goals.

This policy is designed to guide our actions and decisions, ensuring that we conduct ourselves with integrity and respect for all individuals and communities involved in our work. We are committed to continually reviewing and improving our ethical practices and we invite feedback from our employees, partners, beneficiaries, and the general public.