

# CIMMYT CODE OF CONDUCT

CIMMYT is a Public International Organization engaged in research for development, with strong links to other research, development, and aid partner organizations, which together have obligations to comply with applicable laws, regulations, customs and stakeholder requirements. This Code guides “CIMMYT Team Members” – Board members, staff, consultants and suppliers. It governs activities during working hours and activities outside of working hours that disrespect laws and regulations or otherwise challenge CIMMYT’s Strategy or harm its reputation.

CIMMYT Team Members conduct themselves with the discretion of international civil servants, to support CIMMYT’s overriding responsibility to the public good, international standing and positive relations with host countries, funders and other stakeholders. CIMMYT Team Members abide by all applicable laws and regulations, comply with CIMMYT Policies, Procedures, Manuals and Guidelines (with routine monitoring of risks) and uphold the CIMMYT values of *Excellence*, *Teamwork* and *Integrity*.

## Excellence

- ❖ CIMMYT Team Members uphold the highest scientific principles, including respect for project participants’ rights and contributions.
- ❖ CIMMYT Team Members focus on CIMMYT’s mission of conserving and using biodiversity, contributing to sustainable development, scaling out technologies and improving livelihoods of smallholder farmers.

## Teamwork

- ❖ CIMMYT Team Members work towards their shared mission as One CIMMYT.
- ❖ CIMMYT Team Members display respect within and outside of the Center in working together and in collaborating with host country officials, funders, suppliers, partners, consultants, beneficiaries, members of the public and the media.
- ❖ CIMMYT prohibits intimidating, harassing or discriminatory conduct based on an individual’s characteristics.
- ❖ CIMMYT Team Members respect and show courtesy and sensitivity for cultures, customs and practices of CIMMYT’s host countries, exercise discretion and avoid involvement in local political affairs.
- ❖ CIMMYT Team Members address disputes or disagreements in the workplace in a respectful, transparent and honest manner.

## Integrity

- ❖ CIMMYT Team Members perform with the highest levels of scientific rigor and ethical standards and observe applicable regulations.
- ❖ CIMMYT does not tolerate or participate in bribery of government officials. CIMMYT complies with applicable anti-corruption laws, has established certain measures and internal controls to prevent and detect bribery and requires third parties acting on its behalf to do likewise.
- ❖ CIMMYT respects all members of the communities it serves, through compliance with applicable laws, regulations and policies, including those pursuing principles of anti-harassment, anti-trafficking and child safeguarding.
- ❖ CIMMYT Team Members transparently disclose conflicts of interest and do not seek profit for themselves (or family/friends) from supply or employment contracts.
- ❖ *Staff and Board members* annually certify both their understanding of this Code and their commitment to upholding it.
- ❖ *Consultants* make a personal commitment to abide by this Code in their engagement agreements.
- ❖ *Suppliers* are expected to have and observe a Code of Conduct that is consistent with this Code.

## Progressive Discipline, Reporting of Concerns, and Non-Retaliation

- ❖ CIMMYT applies its progressive discipline policy fairly in response to misconduct including behavior that violates laws, CIMMYT Policies, this Code or funder requirements, as well as fraud/dishonesty, unauthorized use of CIMMYT assets or property and any form of harassment.
- ❖ When CIMMYT Team Members identify a conflict with a CIMMYT Policy or decision, they uphold the Policy or decision (unless prohibited from doing so by law or regulation), while using internal channels to resolve the conflict.
- ❖ CIMMYT Team Members promptly report any violation of applicable laws and regulations, this Code or CIMMYT Policies.
- ❖ CIMMYT Team Members raise such reports with a supervisor, Human Resources, a management representative, Trusted Person(s), Compliance Officer/ General Counsel or through the designated third party reporting service [[www.lighthouse-services.com/cimmyt](http://www.lighthouse-services.com/cimmyt)].
- ❖ CIMMYT does not permit retaliation against those who raise concerns or cooperate to resolve good-faith reports.