



The Greenpeace Code of Conduct¹

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Introduction

Greenpeace in Germany invites people in Germany to engage in protecting the environment as volunteers, through social media, or as supporters. The integrity and reputation of Greenpeace depends on the ability of its people to uphold and promote the highest standards of ethical and professional conduct. This Code of Conduct therefore addresses salaried staff, volunteers, interns, contractors, and freelancers (as far as possible). It clarifies what we can expect of each other and what Greenpeace expects of us. Work for Greenpeace is based on its mission and on the organisation's core values. This mission and core values form the foundation of our campaigns and the Code of Conduct. All Greenpeacers are obliged to comply with the Code, and they support Greenpeace's mission and core values in their private lives as well.

Mission Statement

Greenpeace is an international environmental organisation that campaigns in non-violent actions to protect Earth's life support base. Our goal is to prevent environmental destruction, change the way people act, and promote solutions. Greenpeace is non-partisan and completely independent, and does not accept funds from governments, political parties or companies.

¹ Translated from Greenpeace International's Code of Conduct and adapted to practices in Germany.

Greenpeace Values

Commitment and Professionalism

Our commitment to our mission is our strength. It is combined with professionalism to reach our goals.

Global Mindset

Greenpeace culture supports the global nature of our organisation and our objectives, and it honours our diversity in the way we work as a global network.

Trust and Respect

Our culture aims to create mutual trust through transparency and accountability in our interactions.

Value of People

Our culture attracts, inspires and empowers both employees and supporters to jointly achieve our common goals. We value our people and maximise the potential of each individual within the global framework. Responsibilities are based on people's skills and potential.

Knowledge Sharing

We stimulate knowledge sharing, mutual learning, and open access to information.

Goal Oriented

We focus on outcomes and work towards goals instead of on issues.

Cutting Edge

We encourage people to develop, and we empower them to take risks and learn from their mistakes.

1. General Conduct

- 1.1 You must act with honesty and integrity and conduct yourself in a professional and courteous manner.
- 1.2 You must act in the best interests of Greenpeace.
- 1.3 You must strive to maintain the highest ethical standards and conduct yourself in a manner that is a credit to the vision and values of Greenpeace.

Explanation

Greenpeace seeks direct confrontation with those who destroy the environment or who are responsible for environmental destruction. Greenpeace engages in public activities to draw attention to problems and bring about positive change. Those who participate in actions must be committed to non-violence and act accordingly. Greenpeace acts as resolutely as necessary towards its opponents in campaigns — but always with respect. Opponents are given the opportunity to rectify their environmentally destructive behaviour — before Greenpeace takes action. Police and security personnel are not our adversaries.

2. Avoiding Corruption

- 2.1 You must not engage in corruption under any circumstances.
- 2.2 You must not use bribes or let anyone bribe you—with money, presents, services or invitations.
- 2.3 You may accept invitations only if there is a connection between the occasion of the invitation and your work for Greenpeace, and corruption is excluded.
- 2.4 Greenpeace is non-partisan and completely independent, and does not accept funds from governments, political parties or companies. You must make decisions and behave accordingly.

Explanation

Greenpeace rejects any form of corruption. Corruption is the abuse of trusted power for private benefit or advantage. Corruption not only causes material damage but also undermines the foundations of a society—whether it is about active bribery or becoming vulnerable to bribery, or about venality in politics, or the attempt to gain an advantage through bribes. Money, presents, services, discounts and invitations can already constitute a bribe or an entry point into corruption.²

3. Conflicts of Interest

- 3.1 You will not act in a partial manner. That is, you will not use your position or influence to further your interests or those of an affiliated party in any way. Any form of favouritism is forbidden.
- 3.2 You must report any other paid side employment to the Human Resources Unit so that it can be determined whether legitimate Greenpeace interests are thereby being threatened (this applies to salaried colleagues).
- 3.3 You cannot use your activities for Greenpeace for commercial purposes (business advertising, for example).
- 3.4 Greenpeace is independent of all political parties; you cannot appear publicly on behalf of Greenpeace and a political party at the same time.

Explanation

Greenpeace is non-partisan and completely independent, and does not accept funds from governments, political parties or companies. For this reason, Greenpeacers must avoid or actively handle any potential, actual, or apparent conflict of interest, and they must disclose any potential or actual conflict of interest. Conflicts of interest can arise when work for Greenpeace concerns one's own financial interests, or when one's own interests (in a political party, for example) prevent one from acting in Greenpeace's best interests.³ Greenpeace's global efforts to protect the environment and thereby raise ethical standards can be compromised by the misconduct of individuals. So it is absolutely essential for Greenpeacers to have a high level of awareness for a potential conflict of interest. Paid side employment (this applies to salaried colleagues) must not affect the performance of duties for Greenpeace, and such employment must be reported.

² According to Transparency International

³ According to Transparency International

4. Financial Responsibility

- 4.1 You must handle the money and resources entrusted to you by Greenpeace sparingly and carefully.
- 4.2 If you are responsible for a budget, you must account for the way in which funds have been used.

Explanation

To preserve its independence, Greenpeace does not accept funds from governments, political parties or companies. As a matter of principle, the organisation does not accept donations that damage or contradict the goals or integrity of Greenpeace. Greenpeace works using private donations. Our donors ensure that Greenpeace can operate around the world. Greenpeacers honour this support by using donations carefully and responsibly.

5. Use of Greenpeace Property and Resources

- 5.1 You must handle all the materials and items entrusted to you responsibly.
- 5.2 You are economical and committed to preserving the value of things you use. Office and campaign equipment must be used for as long as possible.
- 5.3 Furnishings, vehicles, technical equipment (such as projectors), tools and the like cannot be used for private purposes.
- 5.4 You may use IT systems privately to a minor extent — subject to revocation by Greenpeace Germany.

Explanation

Greenpeace property is financed through donations. All Greenpeacers are therefore obliged to handle equipment, furnishings, materials and other items with responsibility and care.

6. Environmental Protection at Greenpeace

- 6.1 You will contribute actively towards keeping your ecological footprint small.
- 6.2 You will help reduce Greenpeace's energy consumption (in the office and action warehouse, on ships and boats, in vehicles, and the like).
- 6.3 You will consider whether your business trip is really necessary or if a phone call or video conference would suffice.
- 6.4 Food paid for by Greenpeace must be vegan or vegetarian.
- 6.5 You will use materials and items sparingly and avoid waste. Greenpeace property that is no longer needed is sold for reuse, recycling or disposal in an environmentally sound manner.

Explanation

As the leading international environmental organisation committed to preserving our planet's life support base, Greenpeace sets the highest standards for itself and the people who work for it to minimise the impact of its work on the environment.

7. Working Together at Greenpeace

- 7.1 You are familiar with the guidelines for working with others at Greenpeace and you respect them (this applies to salaried colleagues).
- 7.2 You will work together with others in a responsible manner, with dedication, and constructively to achieve Greenpeace goals.
- 7.3 Harassment, bullying, sexualised violence and any other forms of violence are not tolerated at Greenpeace.
- 7.4 Greenpeace does not tolerate discrimination. You will behave accordingly and use non-discriminatory, courteous and gender-impartial language.
- 7.5 You will follow safety instructions and adhere to proper procedures during activities, and you will avoid behaviour that may expose you or any of your colleagues to unnecessary risk.

Explanation

Work at and for Greenpeace calls for people having a high degree of trust and respect for each other. Trust and respect are possible only when Greenpeacers work together, give each other mutually constructive feedback and are open to differences in opinion.

Harassment, bullying, sexualised violence and any other form of violence are not tolerated at Greenpeace under any circumstances. Greenpeace stands for sincerity, respect and non-violence. Greenpeacers oppose any form of discrimination, whether it is based on gender, national or ethnic origin, disability, religion or belief, difference in opinion, age, sexual orientation or outward appearance. Every human has the right to be treated fairly, equitably and with respect. This is achieved by Greenpeacers setting high standards in personal interaction with each other. They approach others with respect, promote diversity and inclusion at the same time, and accept that cultural differences exist. Hierarchies and power structures are not abused.

8. Drugs

While you are in service for Greenpeace, the consumption of drugs (alcohol, cannabis, tobacco, e-cigarettes and the like) is strictly forbidden.

9. Information and Confidentiality

- 9.1 Confidential information about and from Greenpeace must be handled as such! You do not pass it on or publish it, either orally or in writing — unless it is required by law or Greenpeace has instructed you to do so. This also applies even after you are no longer active for Greenpeace.
- 9.2 You may not use confidential information to benefit yourself or persons, businesses and others who are close to you.

Explanation

Information at Greenpeace is distributed transparently and efficiently. Greenpeace comprehensively and actively informs the public about all essential aspects of its (environmental) work. This provides insight to members, donors and others and allows them to express their interests. Comprehensive transparency is also lived out within the organisation so that Greenpeacers are able to make decisions in the interest of the organisation's goals.

However, as a campaigning organisation, Greenpeace relies on certain information about its work being handled confidentially. Laws such as those concerning personal data protection and internal IT security requirements must be observed. Information on donors, allies, partners and Greenpeace's own confidential information must be protected from abuse. Greenpeacers with access to confidential information are not allowed to disclose it — unless they are legally required to do so. Because it is not possible to put together a complete list of confidential documents, Greenpeacers must always exercise judgment and use discretion.

10. Compliance with the Code of Conduct and Policies

- 10.1 You are personally responsible for complying with the Code of Conduct and Greenpeace policies.
- 10.2 If you believe a colleague may be violating the Code of Conduct, speak to them. If you need support, you can also contact the Ethics Officer, a trusted third party, or the [Compliance Officer](#) directly.
- 10.3 Violations of the Code will be investigated and processed. In the event of serious violations of the Code, Greenpeace reserves the right to stop working together with the person(s) being investigated.

Explanation

It is important to discuss within the organisation whether the Code of Conduct is practicable in daily (work) life and can be upheld. For this reason, the Code of Conduct should be regularly reviewed every two years.