



SPREP

Secretariat of the Pacific Regional
Environment Programme

OUR VISION:

The Pacific environment – sustaining our livelihoods
and natural heritage in harmony with our cultures.

ORGANISATIONAL VALUES

ENVIRONMENTAL LEADERSHIP

SPREP will promote environmentally sustainable practices. We will develop expertise, share knowledge, deliver practical environmental outcomes and build the capacities of vulnerable Pacific islands to manage their environment, reduce risks and adapt to adverse global changes.

SERVICE DELIVERY

SPREP will serve the priority environmental needs of individual Members and develop common regional goals and approaches. We will strive for high quality outcomes. We will work as a team and promote partnerships with related organisations, and be flexible to cope with change.

VALUING OUR PEOPLE

SPREP will attract and retain quality staff by basing recruitment on merit, providing opportunities for development, consulting staff on decisions that affect them and providing a safe and healthy workplace. We will treat all staff with respect and ensure they have the necessary resources. We will value and draw on the diversity of our staff as well as the rich diversity of our member countries and territories.

INTEGRITY

SPREP will be a wise steward of the resources entrusted to it, remain impartial and apolitical, and act fairly and equitably. We will maintain high standards of ethical conduct.

CODE OF CONDUCT

STAFF MEMBERS WILL:

DEVELOP ENVIRONMENTAL LEADERSHIP

- Promote a strong **environmental ethic**.
- **Consider** the environmental impacts and benefits of our daily work and activities: what we buy, our transport and energy use.
- Avoid and **discourage** environmentally damaging practices.

FOCUS ON SERVICE DELIVERY

- Perform as dedicated, **committed** and dependable professionals.
- **Be punctual** for meetings, reports and other deadlines.
- Be accountable for our decisions and expenditure and keep **accurate** records.

VALUE OUR PEOPLE

- Collaborate in teams, value others' contributions and **share knowledge**.
- Respect and show **courtesy** to our colleagues, Members and stakeholders.
- Recognise and draw on our **diversity** and that of the communities we serve.
- **Strive** to help all at SPREP to maintain a healthy work-life balance.

DEMONSTRATE INTEGRITY

- Always act as an **ambassador** of SPREP.
- Be honest and politically **impartial**.
- **Never** allow conflicts of interest or personal gain to influence our work.
- Support others to meet high ethical standards by discouraging unethical behaviour, holding each other **accountable** for our actions, and where necessary raising our concerns with a supervisor.
- **Support** organisational strengthening initiatives and take pride in SPREP.