We commit to Our Values:

- Integrity Beyond Reproach
- Respect for People, Communities and Cultures
- Commitment to Diversity
- One Conservancy
- Tangible, Lasting Results

Our Values shape who we are as an organization and how we conduct ourselves as individuals.

We Understand Our Expectations and Responsibilities

The Code applies worldwide to all TNC staff, board members, trustees, donors, and volunteers at all TNC programs, business units, and affiliates. It matters to everyone, and we take violations seriously.

Respect Each Other

Behave Professionally and Respectfully
At TNC, we understand that the way we behave drives the ultimate success of our mission. We do our best work when we treat one another with respect.

Commit to Diversity, Act Fairly and Leverage Our Differences
Our differences support innovation and can bring out the best in us. Our success depends on our ability to learn from one another’s strengths and differences.

Engage in Quality Conversations
When we improve the quality of conversation, we improve relationships, innovation, and results.

Respect People, Communities, Cultures and the World Around Us

Respect All Communities
At TNC, collaboration with communities throughout the world enables us to accomplish our mission.

Respect and Support the Furtherance of Human Rights
We understand that our goals and mission must never become more important than the rights of the people living in the communities we serve.

Act Sustainably in Our Work
Ensuring that we operate in an environmentally sustainable way is an important part of our mission of Conserving the Lands and Waters on Which All Life Depends.

Act with Integrity

Follow Applicable Laws and Regulations and Avoid Fraud, Theft and Corruption
We follow applicable laws and regulations to ensure Integrity Beyond Reproach.

Be Good Stewards of All Funding and Donor Money
We use public and private funds, in whatever form, only to further TNC’s mission.

Stay Safe and Keep Others Safe
Given the unique nature of our work at TNC, we are responsible for keeping ourselves and others safe across a large span of activities around the world.

Avoid Conflicts of Interest
At TNC, we avoid conflicts of interest and the appearance of conflicts of interest.

Safeguard TNC and Its Reputation

Take Care with Social Media and Public Statements Related to TNC
It is important that we speak clearly, accurately, and transparently about TNC and respect our obligations as employees to safeguard confidential information.

Preserve Our Charitable Status
As a public charity, TNC receives certain benefits, as well as important responsibilities. To maintain TNC’s status, our work must advance our mission.

Keep Confidential Information Safe and Respect Privacy
It is our obligation to respect the privacy of the person whose personal data we process. Additionally, we must keep all confidential information about our work for TNC safe at all times.

Safeguard Intellectual Property
Our intellectual property helps brand us and defines who we are as an organization. It is important to safeguard it.

Protect TNC’s Assets and Use Information Systems Responsibly
As stewards of TNC, we protect our physical assets as well as our financial assets and technology and information systems.

Go to nature.org/codeofconduct to read our full Code.