

At a Glance: Our Code of Conduct

People and Nature Thrive When We...

We commit to Our Values:

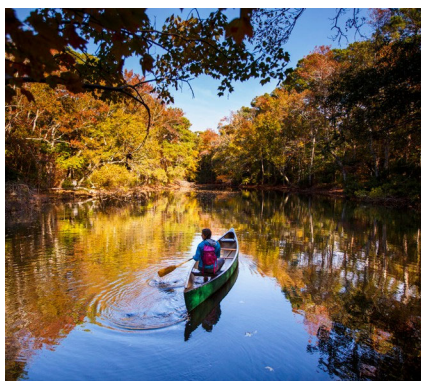
- Integrity Beyond Reproach
- Respect for People, Communities and Cultures
- Commitment to Diversity
- One Conservancy
- Tangible, Lasting Results

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.

We expect third parties and partners with whom we do business to conduct themselves in ways that are consistent with our Code.



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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.



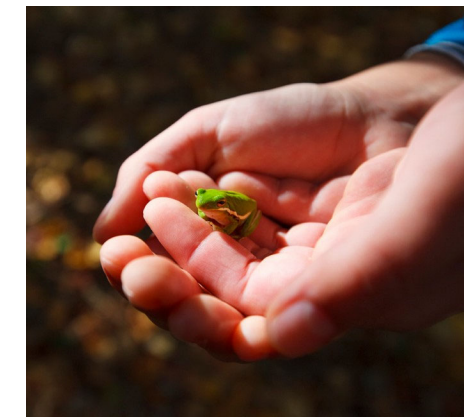
Act with Integrity

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.

Know That Your Voice Matters

We are counting on you to ask questions and report concerns about misconduct so we can work to prevent harm to our staff, TNC, and Our Mission.

How do I make a report?

If you have a question or want to report a concern about a violation of Our Code or the law, if you are an employee, you can contact your manager, another TNC supervisor, a member of the Ethics & Compliance team or a member of our People Team.

Employees and third parties can contact the Ethics & Compliance team 24/7 in multiple languages at nature.org/tnc helpline and be anonymous if you choose.

What happens if someone retaliates against me because I made a report?

TNC will not tolerate retaliation against individuals who ask questions or raise concerns about violations of Our Code or the law.

It takes courage to speak up. We show our commitment to Our Values by supporting each other when concerns and issues arise.

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