Our Code of Conduct: At A Glance

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 & 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.

Respect Each Other

BENBEHAVEProfessionally 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.

We make a report?
If you are an employee and have a question or want to report a concern about a violation of Our Code or the law, 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/tnchelpline 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.
Go to nature.org/tnchelpline 24/7 to report concerns.

Respect 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.

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

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.

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