



**Assistance for children in Africa**

***Core Values and commitment:***

*This core values Commitment describes who we are, what we do and how we do it. It reflects our Core values of **Transformation, Integrity, Diversity, Equality and Excellence**, which serve as a foundation for all that we do. The core values Commitment articulates our shared expectations of each other, including our board, staff, volunteers, interns, partners and contractors globally.*

**Transformation:**

We believe in urgent action, innovation, and the necessity of transformation within the world and our own organization.

- We work hand in hand with Governments, statutory organizations and communities to deliver food, emergency and or medical equipment, medical assistance and Medicines to communities in need.
- We deliver lifesaving and measurable results using ethical, and innovative approaches that last.
- We strive to improve constantly, learn from mistakes and embrace change.
- We zealously advocate with stake holders to meaningfully address the underlying causes of lack of medical treatment to vulnerable people.

**Integrity:**

We are accountable to the people and partners we humbly serve, transparently sharing our results, stories and lessons.

- We demonstrate our unshakable commitment to people in need of medical attention, by exemplifying strong moral character and a desire for trust.
- We are accountable to and transparent with each other, donors, partners and the people we serve.
- We comply without exception to all applicable laws and regulations of any Country we work in.
- We are a responsible organization and take care to eliminate unnecessary expenses and to safeguard any funds entrusted to us.
- We do not engage in or tolerate fraud, dishonesty, theft, corruption, nepotism or bribery.
- We avoid and report conflicts of interest and any situation that may create the appearance of a conflict.
- No member or partner of Pediatric care Africa may attempt in any way or form and under any circumstance attempt to discuss his/her personal religious beliefs, political views or sexual orientation with any person that we come in contact with in our day to day activities as a NGO, as Pediatric care Africa is a total non-religious and non-political organization and strive for total neutrality.

- Pediatric care Africa provides assistance to populations in distress, to victims of natural or man-made disasters and to victims of armed conflict. They do so irrespective of race, religion, creed or political convictions.
- Pediatric care Africa observes neutrality and impartiality in the name of universal medical ethics and the right to humanitarian assistance and claims full and unhindered freedom in the exercise of its functions.
- Members undertake to respect their professional code of ethics and maintain complete independence from all political, economic or religious powers.
- As volunteers, members understand the risks and dangers of the missions they carry out and make no claim for themselves or their assigns for any form of compensation other than that which Pediatric care Africa might be able to afford them.

#### **Diversity:**

We know that by embracing differences, actively including a variety of voices and joining together we can reduce the medical suffering of vulnerable children and persons.

- We celebrate diverse working environments where all individuals can be successful and thrive.
- We recognize that Pediatric care Africa's strength is derived from the commitment, dedication and expertise of our employees, volunteers and partners.
- We listen to and value the view of others.
- We believe that by embracing diversity we can greatly contribute to solve the world's most urgent medical crisis and needs.

#### **Equality:**

We believe in the equal value of every human being and the importance of respecting and honoring each individual; we know that change happen through people.

- We believe in the equal value, respect, and honor of every human being.
- We strive to end all forms of depression, withholding of medical care, exploitation, harassment, discrimination, retaliation and intimidation in the communities we serve.
- We deplore sexual exploitation and abuse of any form, especially that of children.
- We are committed to creating a safe and supportive work environment.
- We promote gender equality and fight for the dignity and human rights of everyone.

#### **Excellence:**

We challenge ourselves to the highest level of learning and performance, tapping the best of human spirit to create impact.

- We value innovation, passion, compassion, determination and perseverance.
- We design effective, efficient and impactful programs.
- We unlock unrealized potential by encouraging the pursuit of Professional and personal growth.
- We stand with the Pediatric care Africa confederation and adhere to our code of ethics and conduct.
- We adhere to International humanitarian principles and various global standards that Pediatrics care Africa upholds.
- We protect Pediatrics care Africa's intellectual property, confidential information, equipment, brand and reputation.

***If you believe that any Pediatric care Africa employee, volunteer, intern, partner or contractor has acted in a manner that is inconsistent with this core values commitment, please immediately notify management.***