

## Future Focus21c Code of Ethics

### 1. Introduction

Future Focus21c is committed to fostering ethical, inclusive, and sustainable practices in all aspects of our work. Our Code of Ethics outlines the values and principles that guide our interactions with communities, partners, stakeholders, and the broader public. We uphold the highest standards of integrity, respect, and responsibility to drive positive social impact through innovation, education, and community development. This policy consolidates many of our practices and processes which are further guided by our research ethics and procedures as well as our mission statement and constitution.

### 2. Core Ethical Principles

#### 2.1 Integrity & Transparency

- We commit to honesty, fairness, and openness in all our engagements.
- We maintain transparency in decision-making, funding, and partnerships.
- We communicate truthfully and ensure accountability in our actions and policies.

#### 2.2 Inclusivity & Diversity

- We embrace diversity, equity, and inclusion in our programs and operations.
- We respect and value individuals regardless of their background, identity, or ability.
- We create spaces that foster participation, ensuring all voices are heard and represented.

#### 2.3 Sustainability & Responsibility

- We prioritise environmentally sustainable practices in our operations and projects.
- We advocate for responsible use of resources and actively contribute to sustainable development.
- We ensure that our initiatives align with climate-conscious and ethical business practices.

#### 2.4 Community & Stakeholder Engagement

- We engage communities and stakeholders in meaningful, ethical, and mutually beneficial ways.
- We ensure co-design approaches that honor community needs and perspectives.
- We respect local knowledge and cultural heritage while fostering collaboration and innovation.

## 2.5 Research Integrity & Ethical Innovation

- We uphold the highest ethical standards in all research and development activities.
- We ensure informed consent, privacy, and data protection in our research practices.
- We engage in ethical technology use, prioritizing human well-being and social impact.

## 2.6 Ethical Leadership & Professional Conduct

- We lead by example, demonstrating ethical behaviour in leadership and governance.
- We foster an environment of mutual respect, professionalism, and continuous learning.
- We encourage accountability to address unethical behaviour.

## 3. Commitment to Continuous Improvement

- We regularly review and update our ethical guidelines to align with evolving best practices.
- We provide training and capacity-building to ensure adherence to ethical standards.
- We encourage dialogue and feedback to strengthen ethical awareness and practice.

## 4. Reporting & Addressing Ethical Concerns

- We provide clear mechanisms for reporting ethical concerns without fear of retaliation.
- We commit to fair, timely, and transparent resolution of ethical issues.
- We ensure that all concerns are addressed in a manner that respects confidentiality and fairness.

Future Focus21c is dedicated to upholding this Code of Ethics as the foundation of our work, ensuring that our actions align with our mission to create a more equitable, innovative, and sustainable future.

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