



Nansen Code of Conduct

As an employee of Nansen, I commit to:

1. Treat all refugees and other persons of concern to UNHCR with fairness, respect and dignity.
2. Ensure the integrity of NANSEN by ensuring that my personal and professional conduct is and is perceived to be of the highest quality.
3. Perform my official and private duties in a manner that avoids conflicts of interest by maintaining and enhancing public trust in Nansen.
4. Contribute to building a harmonious work environment based on team spirit, mutual respect and understanding.
5. Promote the safety, health and well-being of all Nansen employees as a prerequisite for effective and consistent performance.
6. Protect and use responsibly the information and resources I have access to in the course of my employment with Nansen.
7. Prevent, combat and combat any exploitation and abuse of asylum-seekers, refugees and other persons of concern.
8. Refrain from any involvement in criminal or unethical activities, activities that violate human rights or activities that compromise Nansen's image and interests.
9. Refrain from any form of harassment, discrimination, physical or verbal abuse, harassment or nepotism in the workplace.