



# Indigo Civilization

the ocean dwellers

## CODE OF CONDUCT

01/10/2024

### **A. Responsibility, Service, and Public Mindedness**

As a non-profit, The Indigo Civilization (the organization), legally registered in France under the French name "La Civilisation Indigo", and all its members strive to anticipate the world's challenges of the future, the necessary rise of a better collaboration between Man and the Ocean and of the Blue Economy, and the anthropization of the seas. We, The Indigo Civilization, wish to progressively learn and teach how to work and live in symbiosis with the marine world. Our goal is to contribute to a more harmonious world in which a fair Human – Nature relationship and balance are restored. The Indigo Civilization has been founded to imagine, model and experiment concepts of Smart Offshore Ecosystem aiming to be sustainable and integrated, desirable, viable, profitable and carefully generative. We wish to partner with maritime territories that are particularly threatened by the consequences of the global change on our planet, such as food, water or energy scarcity, or environmental, geopolitical and social issues. We wish to behave in the general interest of the stakeholders of these territories in the most inclusive way: local public authorities and communities. In this perspective and as a non-profit organization, we state donations or public funds are not misused for selfish purposes and all public assets are to be treated with utmost seriousness, as a public trust. Last, we are responsible and care toward the environment in all of our activities.

### **B. Cooperation Beyond Boundaries**

Significant progress toward world peace and global well-being can be fostered through inter-religious, intercultural, and interracial work, and across artificial barriers of politics and ethnicity that tend to separate people and their institutions. The Indigo Civilization maintains ethical, cooperative relationships with other NGOs, and should partner where possible and appropriate for the sake of the greater public good.

### **C. Human Rights and Dignity**

As the Universal Declaration of Human Rights states, "All human beings are born free and equal in dignity and rights, are endowed with reason and conscience, and should act towards one another in a spirit of brotherhood." (Universal Declaration of Human Rights, Article 1) The family is the fundamental natural group unit of society promoting human rights and human dignity. (Universal Declaration of Human Rights, Article 16).

The Indigo Civilization commits to not violate any person's fundamental human rights, with which each person is endowed. It recognizes that all people are born free and equal in dignity. We are sensitive to the moral values, religion, customs, traditions, and culture of all the communities we serve. Last, we respect the integrity of families and support family-based life.



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### **D. Religious Freedom**

"Everyone has the right of freedom of thought, conscience and religion; this right includes freedom to change his/her religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance." (Universal Declaration of Human Rights, Article 18). Consequently, The Indigo Civilization respects religious freedom.

### **E. Transparency and Accountability**

The Indigo Civilization strives for openness and honesty internally and toward donors and members of the public. We are transparent in all of its dealings with the government, the public, donors, partners, beneficiaries, and other interested parties, except for personnel matters and proprietary information. Our basic financial information, governance structure, activities, and listing of officers and partnerships is open and accessible on demand to public scrutiny. In addition, we make effort to inform the public about its work and the origin and use of our resources. We are accountable for our actions and decisions, not only to our funding agencies and the public authorities, but also to the people we serve, our staff and members, partner organizations, and the public at large.

### **F. Truthfulness and Legality**

The Indigo Civilization and its members strive to be honest and truthful in its dealings with its donors, project beneficiaries, staff, membership, partner organizations, government, and the public in general, and should respect the laws of any jurisdiction in which it is active. Consequently, The Indigo Civilization commits to:

- Give out accurate information, whether regarding itself and its projects, or regarding any individual, organization, project, or legislation it opposes or is discussing.
- Not engage in any activities that are unlawful under the laws of France or the nations in which it works, and must be strongly opposed to, and not be a willing partner to, corruption, bribery, and other financial improprieties or illegalities.
- Have a policy for staff and volunteers to confidentially bring evidence to the governing body of misconduct of anyone associated with the organization.
- Meet all of the legal obligations in the countries in which it is organized or works. Such obligations may include laws of incorporation, fundraising legislation, equal employment opportunity principles, health and safety standards, privacy rules, trademark and copyright legislation, and so forth.
- Take prompt corrective action whenever wrongdoing is discovered among its staff, governing body, volunteers, contractors, and partners.



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### **G. Integrity**

The Indigo Civilization is organized and operated as a not-for-profit organization. Any surplus that is generated through its operations is to be utilized solely to help the organization fulfil its mission and objectives. No part of the net earnings of The Indigo Civilization is to inure to the benefit of the directors, officers, members or employees of the organization, or to any other private persons, except that it may provide reasonable compensation for services provided to the organization.

The Indigo Civilization is independent. Its policies, vision, and activities shall not be determined by any for-profit corporation, donor, government, government official, political party, or other NGO. The organization governs itself autonomously.

Rather than being required to exist by law, The Indigo Civilization is formed by private initiative, resulting from the voluntary actions of individuals who have chosen to pursue a shared interest or concern. The retaining of voluntary values and principles remain a primary force in the way of working of The Indigo Civilization.

### **H. Mission & Activities**

The Indigo Civilization states its mission in a written statement approved by its governing body. This statement available on the organization's web page clearly set forth why The Indigo Civilization exists and what it hopes to accomplish. Each member of the board of directors fully understands and supports the mission of the organization.

All our activities are consistent with our mission. Our mission serves as the foundation for strategic planning and as the blueprint for the organization's activities. Our focus is directed toward making sure that its goals are met. Our detailed research / action and experimental programs effectively and efficiently work toward achieving its stated mission. Last, we commit to regularly seek feedback on our activities from project beneficiaries, as well as other stakeholders.

The activities of our organization are critically examined periodically to determine their relevancy to our mission, their efficiency and effectiveness, the value of continuing the programs or revising them, and the need for new programs. Among issues to evaluate: (1) whether the activities are consistent with the current mission of the organization or whether they need to be revised or discontinued in light of changes in the mission; (2) the efficiency and effectiveness of the programs in achieving The Indigo Civilization's objectives; (3) the outcomes for the program beneficiaries; (4) the cost of the program relative to its outcomes; and (5) whether new services should be offered. Evaluations are open and honest and include input from stakeholders. We carry out our activities with professionalism and centred on the concept of serving others.

The Indigo Civilization intends to spend at least 65% of its total expenditures (including fundraising costs) on program activities, and ideally more than 80%. If it does not meet this 65% standard, it should provide reasons why its higher overhead and fundraising expenditures are reasonable. Possible explanations for not meeting this standard could be the higher administrative and fundraising costs of a new organization and exceptions related to donor restrictions or unusual political and social factors.



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## **I. Governance**

The Indigo Civilization's governing body consists of individuals who are dedicated to the mission of the organization, willing to volunteer their time and energies toward achievement of the mission, and able to offer substantial contributions to the organization. Among resources they may bring to the governing body are experience and wisdom; prestige; the ability to raise money for the organization; and professional skills, such as legal, accounting, management, fundraising and marketing. The governance, responsibilities and terms limit of The Indigo Civilization follow its registered legal status.

The governing body, the Bureau, should have broad representation, reflecting the diversity of The Indigo Civilization's constituencies. It may enhance participation of members from diverse geographical distances if the organization's bylaws, and the local or national law, allow meetings via such technologies as teleconferencing.

The governing body, and any subset of the governing body which is authorized to conduct the affairs of the organization between meetings of the governing body, are to meet as frequently as is necessary to fully and adequately conduct the business of the organization. At a minimum, there should be a least 4 meetings annually of the governing body, or the governing body and the executive committee combined. If face-to-face meetings are not required by local or national law and the organizing documents, then communication technologies can aid in conducting frequent meetings.

## **J. Conflict of Interest**

In serving the governing body, founding members and directors shall put organizational goals before personal goals and put the best interests of the organization ahead of individual desires. No founding member or director shall participate in deciding a matter directly impacting that individual (such as re-election to the governing body, personal remuneration, etc.).

Each founding member or director shall disclose all potential and actual conflicts of interest, including each institutional affiliation he or she has that might possibly involve a conflict of interest (such as sitting on a board of another NGO with overlapping goals and missions). Each officer shall disclose each institutional affiliation that he or she has that might possibly involve a conflict of interest.

All staff members shall refuse all significant gifts connected with their position or turn them over to the organization. All staff shall refrain from using their official position, either regular or volunteer, to secure special privilege, gain or benefit for themselves. If the organization has provision for making loans to staff, there is to be a policy describing how the loans operate and all loans shall be disclosed to the governing body.



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### **K. Human Resources, future staff**

A committed, capable and responsible staff is vital for the success of our organization. Therefore, it shall seek in its future capable and responsible employees and volunteers (collectively, “staff”), who are committed to the mission of the organization. Each staff member shall be provided with The Indigo Civilization's code of conduct and any potential future written human resource policies. All staff shall be treated with fairness and equity, and as individuals with rights to be honoured and defended. Their rights to freedom of association, conscience and expression must be respected and protected. Staff shall be encouraged and guided in maintaining the highest standards of professional and personal conduct, and in taking personal and professional responsibility for their actions and decisions.

### **L. Public Trust**

Trust is the lifeblood of our non-profit: trust by the public, trust by the media, trust by governments, trust by corporations, trust by donors, trust by other NGOs, trust by beneficiaries, and trust by its employees and those who volunteer their time. To develop and maintain trust, The Indigo Civilization exhibits genuine public accountability and transparency and should be honest in the information that it makes available to the public.

Information provided about The Indigo Civilization to donors, members, clients, staff, and the general public shall be accurate and timely. At least annually, the organization shall prepare and make available to the public information on its programs and services and provide public access to appropriate records of those programs and services. It shall prepare and make available to the public basic financial information on the organization, including the source of its funding; the use of those funds; the percentage of the funds used for service and programs, administration activities, and fundraising; and any compensation provided to the governing body. Our organization makes available the names of its governing body and management staff, and information on any partnerships or other joint ventures into which it has entered.

The Indigo Civilization maintains the confidentiality of personal information on staff, clients and others, unless the individuals waive this right, or disclosure is required by law. Our organization describes itself in terms of its own merits, not in depreciation of other NGOs. The Indigo Civilization assigns its legal “Bureau” to assure that the organization is complying with national and local laws regarding disclosure of information to the public.

### **M. Public Advocacy**

Information that The Indigo Civilization chooses to disseminate to the media, policy makers or the public must be accurate and presented with proper context. This includes information presented with respect to any legislation, policy, individual, organization, or projects it opposes, supports, or is discussing. Forward-looking projections are to be presented clearly as such, and not as fact. The organization shall present information in a fair and unbiased manner. Where a possible bias is unavoidable or inherent, it is to be disclosed.



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### **N. Financial and Legal**

The Indigo Civilization follows legal financial procedure, not only to stay within the law, but also as a measure of the organization's health and to assure donors, members, and the general public that investments in the organization are safe and being correctly used. We commit to comply to applicable state and local laws.

Members of the governing body, "Bureau", hold ultimate fiscal responsibility for their organization and are to understand the organization's financial statements and reporting requirements. The Indigo Civilization's annual budget is to be approved by the governing body, and is to outline projected expenses for program activities, fundraising, and administration. The Indigo Civilization is to operate in accordance with that budget.

The Indigo Civilization shall have established financial policies, consistent and suitable for the size of the organization in time, regarding the receiving and disbursement of financial resources, investment of assets, purchasing practices, internal control procedures, and so forth. If the organization has substantial annual revenue, the accuracy of the financial reports shall be subject to audit by an independent, qualified accountant. The Indigo Civilization shall adhere to professional standards of accountancy and audit procedures as stipulated by the law in France and fulfil all financial and reporting requirements.

### **O. Fundraising**

In order to fund its operational and program costs and reach its objectives, The Indigo Civilization shall raise funds from outside their organization, via seeking voluntary financial support from foundations, corporations, individual donors, and government agencies. Our governing body is very active in the fundraising effort, including being active in solicitations and in making individual contributions. We only accept funding that is consistent with our mission, does not compromise our core principles, and does not restrict our ability to address relevant issues freely, thoroughly, and objectively. Research action and experimental programs shall be designed to meet the mission of The Indigo Civilization and never designed simply to meet the needs of a funding source. Last, the organization must not tolerate any unethical activities such as double funding for one project, diversion of dedicated funds to uses other than the project for which funds were approved, or overstatement of achievements.

The organization shall ensure that donors receive informed, accurate, and ethical information regarding the use and tax implications of potential donations. Fundraising shall be for the purpose of The Indigo Civilization's mission, and free of coercion, improper motive, inappropriate conduct, unreasonable reward, or personal inurement. When funding for a particular purpose is invited from the public, there shall be a plan for handling any excess funds, and, where appropriate, the appeal should include information on how any excess funds will be used.

The Indigo Civilization shall ensure that contributions are used as promised or implied in fundraising appeals or for the purposes intended by the donors. When our organization accepts a grant, it is entering into a contract to carry out the program activities in an agreed-upon manner and has an ethical and legal responsibility to honour that commitment. The organization may alter the conditions of a gift or grant only by obtaining explicit consent by the donor.



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Besides, The Indigo Civilization sets up an organized system to track grant expenditures and produce timely reports on the use and management of funds. Financial statements regarding donations shall be available upon request by the donor and interested parties.

The founding members, directors, management, staff and volunteers of the Indigo Civilization shall not exploit any relationship with a donor or prospective donor for personal benefit or the benefit of any relative, friends, associates, colleagues, and so forth. Privileged or confidential information regarding the donor or donation must not be disclosed to unauthorized parties. Donor's privacy shall be respected, and we commit to safeguard any confidential information regarding the donor or the gift. Donors are to have the opportunity to remain anonymous, and to not have their names added to any lists that are sold, rented or given to others, unless the donor has had an opportunity to approve such lists or have their names removed. Last, we commit to not use excessive pressure, coercion, undue influence or other unethical means in their solicitations.

### **P. Partnerships, Collaboration and Networking**

When appropriate, The Indigo Civilization may find that cooperation with other civil society organizations, government and intergovernmental agencies, and for-profit corporations may be beneficial in advancing their mission-related objectives. Such collaboration for common good may reduce duplication of services and eliminate using resources for competitive purposes rather than serving constituencies. Collaboration may allow pairing diverse strengths and resources and promote effectiveness in tackling priorities.

The Indigo Civilization shall collaborate with other entities only if the relationship is consistent with its mission, and on the basis of shared values, common ground, and for the good of society. Our organization shall collaborate on the basis of equitable and genuine mutual benefit to each organization. Such collaboration shall allow financial transparency and a two-way flow of information, ideas, and experiences.

The Indigo Civilization shall enter into a partnership agreement with a government or intergovernmental body only when it is beneficial to achievement of its objectives and does not compromise the independence or self-control of the organization. Our organization shall seek to dialogue and cooperate with government and intergovernmental agencies when such cooperation would be both appropriate and mutually beneficial and could increase the Indigo Civilization's effectiveness in dealing with issues and priorities in its agenda. Our organization shall not change its policies or non-partisan nature in order to curry political favour.

The Indigo Civilization shall also enter into collaboration with a for-profit corporation only when it is beneficial to achievement of its objectives and does not compromise the independence or self-control of the organization. The organization shall not enter into collaboration with a for-profit corporation if motivated by financial reasons versus achieving its mission objectives. The Indigo Civilization shall not enter into collaboration with a for-profit corporation if the main motivation of the corporation is to gain a market advantage over competitors.