

# Code of Conduct for cewas start-ups and alumni

## Preamble

The cewas Code of Conduct (CoC) applies to all cewas participants, start-ups and alumni (CSA), and sets the behavioural principles towards our fellow cewas participants, clients, partners and society in general. The principles and values of the cewas CoC hold beyond the end of the Star-Up Course. While the CoC does not explicitly state every ethical issue CSA may encounter running their business, it does provide key principles which should guide decisions and behaviour. We believe that having the cewas platform is one of our main strengths and every member shall be committed to the provision of high-quality services and products contributing to a sustainable development and to sustainable water management and sanitation in particular.

## General principles

### Our values

We, the CSA, value the cewas platform as a learning environment, which allows us to share, learn, cooperate and grow as individuals and as service and product providers in the sustainable development sector. We envision being exemplary leaders in the service sector and share the following values:

- Respect towards our fellow CSA and their ideas
- Openness and willingness to share information and experiences with our CSA that might be helpful in their/our endeavours
- Sustainability
- Confidentiality and respecting intellectual property rights
- Integrity, honesty and dignity
- Excellence and transparency
- Accountability and liability

### Our guiding principles

As CSA, we respect the following principles:

- We commit to an open, transparent and inspiring learning environment that respects other ideas and is based on fair competition.
- We pledge to be open, honest, and accountable to our clients, partners and other stakeholders we work with.

- We commit ourselves to the principles of sustainability, considering the balance of the social, economic and ecological dimension. We conduct our business contributing to the transition to resource efficient societies.
- We comply with intellectual property rights and respect non-owned creations of the mind.
- We strive for quality and excellence, both in technical matters as well as consulting services and products, based on professional analysis and reliable data or research findings.
- We respect gender, religious, racial and sexual equality in our business efforts and commit to giving opportunity to everybody.
- We respect all cultures, religions and beliefs of the groups, nations, communities and individuals with whom we work and we uphold human rights and freedom by promoting social equity and human dignity.
- We oppose corrupted behaviour, such as bribery, fraud and facility payment and we guarantee social standards and principles of good management practice.
- We comply with conventions, laws and regulations that apply within the context of our work. We commit to resolving conflicts that may arise between our corporate interests as well as the interests of the cewas network, other participants, start-ups or alumni and other stakeholders in a fair way.

I hereby declare that I will adhere to this Code of Conduct. If I do not act according to its principles and values I may get excluded from the CSA group.

Name of the cewas participant / Name of the cewas start-up:

Date:

Signature: