



Geneva, 1 July 2025

Code of Ethics

At the recommendation of the Ethics, Governance and Remuneration Committee, the Foundation Board adopted the ALIPH Code of Ethics on 19 February 2019.

I. Issues

The Foundation Board provides the International alliance for the protection of heritage (ALIPH) with a Code of Ethics to address three issues:

- the necessary development of a culture of integrity within the Foundation, in all its aspects, i.e. individual and collective behavior that respects both values that are universally accepted, such as those of the Universal Declaration of Human Rights, and the principles of ethics set out in this Code;
- the desire to contribute to the promotion of fundamental economic, social and cultural rights, and the protection of the environment via the day-to-day activities of ALIPH and the partnerships that it develops around the world;
- the wish to guarantee trust from all of its partners, be they donors or beneficiaries, via its ambitious activities and the respect of ethical principles, thus guaranteeing the Foundation's standing and sustainability as well.

II. Field of application

Within the scope of their function in the Foundation, the members of the Foundation Board, the Scientific Committee, the Finance and Development Committee, the Audit Committee, the Ethics, Governance and Remuneration Committee, and any other committees, and those of the Secretariat and the Scientific Review Panels, as well as any third parties mandated by the Foundation or its representatives, will ensure that they respect this Code of Ethics.

The Foundation will also ensure that it promotes this Code within the scope of its partnerships with donors, suppliers and beneficiaries of its grants and activities, as well as the public authorities, states or and local authorities with which it develops relationships.

The term "member" in the present Code designates the individuals participating in the various ALIPH bodies.

III. Rights, principles and values

1. Respect of rights

ALIPH is a foundation created under Swiss law and established in accordance with Article 80 et seq. of the Swiss civil code, registered in the Geneva Chamber of Commerce and placed under the supervision of the Federal Supervisory Board for Foundations ("supervisory authority"). It is a legal entity under public international law, following the headquarters agreement concluded between ALIPH and the Swiss Federal Council on 11 October 2017.

ALIPH conducts its activities in accordance with the resolutions of the United Nations, in particular, Security Council Resolution 2347 of 24 March 2017.

It also ensures that its activities conform with the international conventions relating to heritage, in particular:

- the Convention for the Protection of Cultural Property in the Event of Armed Conflict (Convention of The Hague and first protocol, 1954, and second protocol, 1999);
- the Convention on the Means of Prohibiting and Preventing the Illicit Import, Export and Transport of Ownership of Cultural Property (UNESCO, 1970);
- the UNIDROIT Convention on Stolen or Illegally Exported Cultural Property (UNIRIGHT, 1995);
- the Convention on the Protection of the Underwater Cultural Heritage (UNESCO, 2001);
- the Convention for the Safeguarding of the Intangible Cultural Heritage (UNESCO, 2003).

ALIPH also respects the laws of the countries in which its activities, and in particular, the projects which it supports, are undertaken.

2. Implementation of principles

a. Objective

Based on Article 2 of its Bylaws, the Foundation is a financial institution whose aim is "to attract, leverage, manage and invest resources for the implementation of preventive and emergency protection programmes for cultural property in danger of destruction, damage or looting on account of conflict or climate change impact including natural disasters, in conflict, post-conflict, or crisis areas, and to contribute to the rehabilitation of such property, in compliance with the guidelines laid down in Article 3 of the Bylaws.

The cultural property falling within the scope of the activities of the Foundation are those defined as such by Article 1 of the Convention for the Protection of Cultural Property in the Event of Armed Conflict, signed in The Hague on 14 May 1954.

The Foundation is a non-profit organization.”

b. Guiding principles

Its guiding principles are those set out in Article 3 of the Bylaws:

“In all the actions and programmes it conducts or projects it finances, the Foundation shall ensure that:

- a. priority is given to the prevention, protection or rehabilitation of the cultural property concerned;
- b. national sovereignty or the principles laid down in United Nations Security Council resolutions are respected;
- c. the major competent international organizations, including UNESCO, are informed;
- d. actions are consistent with the principles of transparency, non-discrimination and effectiveness;
- e. actions pursue goals of local involvement, ownership and partnership for the benefit of local communities;
- f. all actions are based on the highest scientific standards;
- g. the fundamental requirements and safeguards guiding the members of the international network of refuges for cultural property in danger are respected.
- h. the initiatives selected contribute to the prevention or mitigation of threats or damage caused by conflict, or climate change impact including natural disasters, in conflict, post-conflict, or crisis areas;
- i. protection of heritage contributes to sustainable economic and social development, intercultural and inter-religious dialogue, and peacebuilding.”

3. Promotion of values

ALIPH promotes the following values:

- the protection of heritage
- peace and reconciliation
- international solidarity
- cultural and religious diversity

- education and capacity building
- social cohesion and peaceful coexistence
- sustainable local development
- gender equality

IV. Fundamental duties

1. Respect of business ethics

The members of the Foundation Board, the Scientific Committee, the Finance and Development Committee, the Audit Committee, the Ethics, Governance and Remuneration Committee, and any other committees, of the Secretariat and the Scientific Review Panels, as well as any third parties mandated by the Foundation or its representatives, will, in particular, commit to:

a. point out any conflicts of interest, i.e. any situation of interference between a public interest and public or private interests that might influence or be viewed as influencing the independent, impartial and objective execution of their function, **and refrain from taking illegal interests**;

b. not instigate or fall prey to corruption, corruption being criminal behavior on the part of the corrupt individual, who either solicits, agrees to or accepts a donation, offer or promise, gifts, or any other advantages with a view to carrying out, delaying or failing to accomplish an act which is a direct or indirect part of their functions;

c. not accept gifts, favors, loans or other personal advantages which might be offered to them considering their position. Occasionally, professional courtesy may lead to offering and receiving gifts. As such, gifts of a value of less than USD 100 or invitations related to a function (meals, cultural events, conferences etc.) may be accepted. In case of doubt, the Executive Director shall decide on the matter for the staff of the Secretariat, and the Chair of the Foundation Board for the Executive Director;

d. in the case of employees of the Secretariat, not have other jobs or activities, or accept outside commissions which conflict or appear to conflict with the interests of ALIPH.

2. Respect of work ethics

The members of the Foundation Board, the Scientific Committee, the Finance and Development Committee, the Audit Committee, the Ethics, Governance and Remuneration Committee, and any other committees, and those of the Secretariat and the Scientific Review Panels, as well

as any third parties mandated by the Foundation or its representatives, will, in particular, commit to:

- a. the promotion of diversity and equality, especially between women and men, and the fight against discrimination**, be it within the Secretariat, the Board, the committees or panels of ALIPH;
- b. political, scientific and technical impartiality**, in particular, in the treatment of requests for financial aid throughout the project selection process;
- c. support and loyalty to the institution and its representatives**, in order to contribute to the success of its activities;
- d. exemplarity and moderation in communication and public statements**, in particular with regard to international organizations, governmental authorities, and those representing the economic sector and civil society;
- e. a duty of discretion** regarding all facts which may be disclosed to those involved as part of the execution of their activities within the Foundation, and of **data confidentiality**, in particular archaeological and scientific data;
- f. the respect of the environment**, for example via an energy-saving policy in ALIPH's offices and the reduction of its carbon footprint by rationalizing meetings and travel.

3. Respect of the ethics of activities

Through its activities and partnerships, ALIPH must contribute to promoting its values. In particular, the Foundation must make every effort to:

- a. develop an open and constructive dialogue with all potential partners**, be they international organizations, states, local authorities, or those representing the economic sector and civil society, **in accordance with the guidelines defined by the United Nations**. In this respect, it will refrain from developing close relationships with political groups or governmental authorities which have regularly been condemned by the United Nations Security Council;
- b. promote the respect, by its partners, of the principles of ethics in the economic, social and environmental sectors**. In particular, by the terms of its funding agreements, entities which benefit from its support must respect internationally accepted standards in terms of working conditions and the ban on child labor (more particularly, Article 32 of the Convention

on the Rights of the Child of 1989, and the Convention No. 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour of 1999;

c. contribute to the respect, by its partners, of international, regional and national law in terms of protection of cultural property and the fight against looting and illicit trafficking. ALIPH's funding agreements specify that each beneficiary commits to respecting these rights;

d. gain support from public and private donors whose mission and values do not contradict those of ALIPH. The Foundation must therefore not raise funds from companies which manufacture or sell arms;

e. promote, via its action and support, the emergence of international standards capable of contributing to the protection of heritage in conflict, post-conflict and crisis areas, for example, in the field of collecting data aimed at cataloguing or listing cultural objects;

f. avoid spreading rumors or false information which could be particularly harmful in the areas where it is active. ALIPH will therefore ensure that it properly coordinates its communication, especially during times of crisis or in regard to these areas.

V. Implementation

1. General principle

The present Code is not intended to exhaustively list all situations in which questions of ethics may arise. Each person should draw inspiration from the principles set out in this Code to determine the most appropriate behavior in circumstances other than those described herein.

2. Awareness

ALIPH will ensure that it creates awareness among the employees of the Secretariat, the members of its Board and of its various Committees, the third parties working on its behalf and its partners, of the rules set out in the present Code, in particular, by publishing and promoting it.

3. Monitoring

Upon referral by the Board, a Committee, the Secretariat, an individual or legal entity, or at its own initiative, the Ethics, Governance and Remuneration Committee may review cases of



proven violations of this Code brought to its attention. It will formulate recommendations to the Foundation Board, which will decide on the consequences.

4. Sanctions

Based on these recommendations and following an adversary proceeding, the Foundation Board may adopt disciplinary sanctions towards an employee of the Secretariat or recuse one of its members, one of the members of one of the ALIPH Committees, or a member of a Scientific Review Panel, for non-respect of the present Code.

VI. Final provisions

1. Hierarchy of standards

The rules set out in the present Code, in particular, Section V. Implementation, are without prejudice towards complementary or more specific measures defined by ALIPH's Bylaws and Rules of Procedure.

2. Revision

Upon proposal from the Secretariat and following consultation with the Ethics, Governance and Remuneration Committee, the Foundation Board may amend or supplement the present Code at any time.

3. Entry into force

The present Code of Ethics will enter into force upon its approval by the Foundation Board and by the supervisory authority.