



Our Core Values

Integrity
 Respect
 Collaboration and teamwork
 Excellence
 Commitment to results

Integrity

We are committed to making a difference in the lives of smallholder farmers and rural communities in developing countries through research in agricultural and forest biodiversity. We do not tolerate unethical or dishonest behaviour, and we challenge such behaviour as a matter of personal responsibility, regardless of our position in the organization.

We:

- Demand of ourselves the highest level of honesty and ethics in our dealings with one another, partners, donors and all stakeholders, and we do not engage in or tolerate unethical behaviour or fraudulent practices;
- Hold ourselves, collectively and individually, accountable to do what is right, and to report unethical behavior and address any breach appropriately;
- Make fair and transparent decisions and explain them clearly;
- Manage Bioversity's resources transparently and in ways that deliver the best value for money.

Respect

We value our interactions with colleagues irrespective of race, national origin, sex, sexual orientation, age, disability, religion, or political beliefs. We treat others the way they would like to be treated. We trust our colleagues and form effective working relationships to pursue Bioversity's mission. We respect the environment and seek to minimize any negative environmental impact of our operations.

We:

- Treat all people with dignity, respect and fairness;
- Value diversity of gender, culture and perspectives of our staff, partners and institutions with whom we work and in the communities we serve;
- Do not tolerate unfair discrimination, harassment, bullying and/or abuse of power; we challenge and report these behaviours when we encounter them;
- Actively seek to understand diverse points of view and feelings, and demonstrate this understanding in daily actions and behaviours;
- Adopt policies and practices and demonstrate behaviours that minimize the environmental impact of our operations.

Collaboration and teamwork

We recognize that we are stronger and more effective as a team than as individuals. We support an open, communicative culture in which individuals are encouraged to offer suggestions for improvement. We recognize that diversity is the foundation of our organization and we recognize that differing viewpoints can help us anticipate and solve problems. We strongly believe that teamwork increases our chances for success.

We:

- Build and maintain positive, cooperative relationships with our colleagues, partners, donors and other stakeholders;
- Encourage and value the ideas, expertise and contributions, including constructive criticism, of all team members;
- Work effectively with people from diverse national, cultural and disciplinary backgrounds and respect individual differences and values;
- Share credit for team accomplishments and accept joint responsibility for team shortcomings;
- Strive as individuals and encourage others to make a positive contribution in all aspects of organizational life and activities, regardless of our specific job role;
- Adopt an effective and transparent approach to sharing information;
- Deal with conflict constructively and in full respect of the persons involved;
- Integrate the perspectives and contributions of our partners, the communities we serve and other relevant stakeholders in our research, so as to achieve maximum impact on the ground.

Excellence

We are committed to the highest standards, continuous improvement in all areas of our work, and to innovation. We celebrate our accomplishments, and seek ways to build on them to further the impact of our work.

We:

- Value creativity and exploration and seek new ideas to further our mission through innovative solutions;
- Learn from our mistakes;
- Embrace change as an opportunity to do things better;
- Find ways to continuously improve systems, tools and ways of working together;
- Uphold and use the most rigorous and cutting-edge methods in our research;
- Endeavour to exceed expectations in every professional undertaking;
- Hold ourselves to the highest standards.

Commitment to results

We are driven to build and provide the evidence that effective use and conservation of agricultural and forest biodiversity can make a difference in the lives of smallholder farmers and rural communities in developing countries, and to making sure our research is used for development. To this end, we are committed to conducting research that produces practical and effective solutions for more sustainable farming systems, improved incomes and lives, healthy and productive ecosystems and diverse and nutritious diets.

We:

- Hold ourselves accountable for delivering on the commitments we make;
- Respond effectively to the needs of our clients, partners and other stakeholders;
- Engage with our partners to ensure our research has impact on the ground;
- Monitor and evaluate progress toward our strategic objectives and goals based on a sound metrics system;
- Plan and prioritize our work, while anticipating potential problems, in order to achieve our objectives and goals;
- Accept and tackle demanding goals with tenacity and enthusiasm;
- Develop feasible and effective solutions in the face of uncertainty and incomplete information.