



A S S O C I A T I O N C O D E O F C O N D U C T

Rules and Guidelines for all members of IPOA

PURPOSE

This Code of Conduct seeks to ensure the ethical standards of **International Peace Operations Association** member companies operating in conflict and post-conflict environments so that they may contribute their valuable services for the benefit of international peace and human security. Members of IPOA are pledged to the following principles in all their operations:

HUMAN RIGHTS

In all their operations, Signatories will respect the dignity of all human beings and strictly adhere to all relevant international laws and protocols on human rights. They will take every practicable measure to minimize loss of life and destruction of property. Signatories agree to follow all rules of international humanitarian law and human rights law that are applicable, as well as all relevant international protocols and conventions, including but not limited to:

- Universal Declaration of Human Rights (1948)
- Geneva Conventions (1949)
- Protocols Additional to the Geneva Conventions (1977)
- Chemical Weapons Convention (1993)
- Voluntary Principles on Security and Human Rights (2000)

TRANSPARENCY

Signatories will operate with integrity, honesty and fairness. Signatories engaged in peace or stability operations pledge, to the extent possible and subject to contractual and legal limitations, to be open and forthcoming with the International Committee of the Red Cross and other relevant authorities on the nature of their operations and any conflicts of interest that might in any way be perceived as influencing their current or potential ventures.

ACCOUNTABILITY

Signatories understand the unique nature of the conflict and post-conflict environment in which many of their operations take place, and they fully recognize the importance of clear and operative lines of accountability to ensuring effective peace operations and to the long-

term viability of the industry. Signatories support effective legal accountability to relevant authorities for their actions and the actions of company employees. While minor infractions should be proactively addressed by companies themselves, Signatories pledge, to the extent possible and subject to contractual and legal limitations, to fully cooperate with official investigations into allegations of contractual violations and violations of international humanitarian law and human rights law. Signatories further pledge that they will take firm and definitive action if employees of their organization engage in unlawful activities.

CLIENTS

Signatories pledge to work only for legitimate, recognized governments, international organizations, non-governmental organizations and lawful private companies. Signatories refuse to engage any unlawful clients or clients who are actively thwarting international efforts towards peace.

SAFETY

Recognizing the often high levels of risk inherent to business operations in conflict and post-conflict environments, Signatories will always strive to operate in a safe, responsible, conscientious and prudent manner and will make their best efforts to ensure that all company personnel adhere to these principles.

EMPLOYEES

Signatories ensure that all their employees are fully informed regarding the level of risk associated with their employment, as well as the terms, conditions, and significance of their contracts. Signatories pledge to ensure that their employees are medically fit, and that all their employees are appropriately screened for the physical and mental requirements for their applicable duties according to the terms of their contract. Signatories pledge to utilize adequately trained and prepared personnel in all their operations in accordance with clearly defined company standards. All personnel will be vetted, properly trained and supervised and provided with additional instruction about the applicable legal framework and regional sensitivities of the area of operation. Signatories pledge that all of their employees are in good legal standing in their respective countries of citizenship as well as at the international level.

Signatories agree to act responsibly and ethically toward all of their employees, including ensuring employees are treated with respect and dignity and responding appropriately if allegations of employee misconduct arise. Signatories agree to provide all employees with the appropriate training, equipment, and materials necessary to perform their duties as laid out in their contract. Employees will be expected to conduct themselves humanely with honesty, integrity, objectivity and diligence.

INSURANCE

Foreign and local employees will be provided with health and life insurance policies appropriate to their wage structure and the level of risk of their service as required by law.

CONTROL

Signatories strongly endorse the use of detailed contracts specifying the mandate, restrictions, goals, benchmarks, criteria for withdrawal and accountability for the operation. In all cases—and allowing for safe extraction of personnel and others under the Signatories’ protection—Signatories pledge to speedily and professionally comply with lawful requests from the client, including the withdrawal from an operation if so requested by the client or appropriate governing authorities.

ETHICS

Signatories pledge to go beyond the minimum legal requirements, and support additional ethical imperatives that are essential for effective security and peace related operations:

RULES OF ENGAGEMENT

Signatories that could potentially become involved in armed hostilities will have appropriate “Rules of Engagement” established with their clients before deployment, and will work with their client to make any necessary modifications should threat levels or the political situation substantially change. All rules should be in compliance with international humanitarian law and human rights law and emphasize appropriate restraint and caution to minimize casualties and damage, while preserving a person’s inherent right of self-defense.

SUPPORT OF INTERNATIONAL ORGANIZATIONS AND NGOS /CIVIL SOCIETY AND RECONSTRUCTION

Signatories recognize that the services relief organizations provide are necessary for ending conflicts and alleviation of associated human suffering. To the extent possible and subject to contractual and legal limitations, Signatories pledge to support the efforts of

international organizations, humanitarian and non-governmental organizations and other entities working to minimize human suffering and support reconstructive and reconciliatory goals of peace operations.

ARMS CONTROL

Signatories using weapons pledge to put the highest emphasis on accounting for and controlling all weapons and ammunition utilized during an operation and for ensuring their legal and proper accounting and disposal at the end of a contract. Signatories refuse to utilize illegal weapons, toxic chemicals or weapons that could create long-term health problems or complicate post-conflict cleanup, and will limit themselves to appropriate weapons common to military, security or law enforcement operations.

QUALITY

Signatories are committed to quality and client satisfaction.

PARTNER COMPANIES & SUBCONTRACTORS

Due to the complex nature of the conflict and post-conflict environments, companies often employ the services of partner companies and subcontractors to fulfill the duties of their contract. Signatories agree that they select partner companies and subcontractors with the utmost care and due diligence to ensure that they comply with all appropriate ethical standards, such as this Code of Conduct.

ENFORCEMENT

This Code of Conduct is the official code of **IPOA** and its member organizations. Signatories pledge to maintain the standards laid down in this Code. Signatories who fail to uphold any provision contained in this Code may be subject to dismissal from **IPOA** at the discretion of the **IPOA** Board of Directors.

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