code of ethics 1.1

*draft changes 1 june 2022*

brief & purpose

the company code of ethics will act as a guide for staff, company members and board of directors in the process of and decision making, planning, goal setting and conducting day to day business on behalf of the company. it will also inform stakeholders and partners about the priorities and values the company holds.

the code aims to reduce conflict within the organisation when competing priorities exist; and reduce exposure to reputational risk when engaging in public debate, seeking sponsorship and developing partnerships with third parties.

# scope

the company code of ethics applies to the works undertaken by [insert company name] and the companies with which the company conducts business.

# response

all staff, board directors are to familiarise themselves with the code of ethics and apply it into their decision making and business planning. pvi collective will investigate any observed or reported actual or potential breaches of the code and take reasonable action as determined by the board of directors.

sponsorship/ donations and partnerships

[insert company name] aims to position itself as a ‘partner of choice’ from within and outside of the arts sector, to achieve this, pvi will seek partnerships with entities that align with its ethical values and share the goal of making positive change.

[insert company name] will not seek nor accept sponsorship from sponsors who act contrary to our ethical position. pvi will avoid association with such sponsors through third party association where the sponsorship is directly linked through investment in the creation of the artwork.

acceptance of substantial donations will also be considered in the context of this code.

# ethical values

[insert company name] is guided by the *Universal Declaration of Human Rights (UDHR), and in relation to first peoples, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)*

[insert company name]’s practice and choices contribute towards:

* freedom of creative expression
* human happiness and education
* the efficient and sustainable use of natural resources
* workers' participation in the custodianship of the company they work for and right to consultation over its direction
* recognition of intellectual property and cultural property rights including artistic works, sacred material, cultural heritage and traditional knowledge.

[insert company name] will support, champion and be an ally to those who take direction action towards:

* seeking meaningful and immediate action on addressing climate change
* sustainable land use and the preservation of biodiversity and endangered eco-systems
* protecting native title holders and upholding national laws to safeguard indigenous cultural heritage
* the alleviation of poverty
* the welfare and rights of animals not to be killed or harmed for human recreation, experimentation, art or fashion
* access to universal education
* access to universal health care

avoiding negative associations

[insert company name]’s will avoid conducting business with companies engaged in activities it is considers are contrary to and against [insert company name]’s ethics this includes those;

* involved or complicit in international human rights violations and human rights abuses
* actively practicing discrimination by way of an individual’s inherent, cultural or social identity
* directly contributing to climate change and ozone depletion
* that disregard or circumnavigate laws and regulations aimed at protecting first nations peoples’ land and/or native title rights
* profiting from the extraction, creation, production, manufacture of goods or services which have a harmful effect on humans, non-human animals or the environment
* profiting from the exploitation of people through forced labour, the payment of low wages or the provision of poor working conditions
* engaging in corruption or bribery
* engaged in the arms trade
* profiting from mandatory detention of asylum seekers

# managing competing priorities

staff and board are encouraged to engage in a consultation process when compelling circumstances exist that may appear to be in the company’s best interest but are also contrary to the company’s ethical values. all factors in decision making should be considered.

when acting as a representative of [insert company name] directors and core staff will not engage in an activity that is visibly and publicly inconsistent with the pvi’s code of ethics.

[insert company name] acknowledge that taxpayers are a major funder of the company’s work and as such is committed to service the needs and ambitions of the australian people it is imperative that this be achieve while the company remains true to its core values, including ‘freedom of creative expression’. this may include creating works that highlight and raise discussions about government policy or actions.

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| **Document record** | **Review Schedule every 3 years** | **lead writers** |
| Code of Ethics first edition | Approved by board xx/xx/xxxx | Insert name here |
| Code of Ethics 1.1 | Approved by board xx/xx/xxxx | Insert name here |