ETHICS POLICY

Principles for responsible, humane and trustworthy decisions

Document Control	Details
Policy owner	Board of Trustees
Operational lead	Chief Executive Officer
Applies to	Trustees, employees, and all Connected Persons
Approved by	Board of Trustees
Approval date	28 August 2026
Effective from	28 August 2026
Next review	12 months after approval, or sooner following a material change

1. Purpose

Borneo Orangutan Survival UK ("BOS UK" or "the Charity") exists to advance orangutan and rainforest conservation for public benefit. How BOS UK pursues that purpose is as important as the outcomes it seeks. This policy establishes the ethical principles and decision standards that protect people, animals, communities, charitable assets, scientific integrity, and public trust.

The policy supports reasoned judgement where law, policy, or procedure does not provide a complete answer. Compliance with the law is the minimum standard; BOS UK will also consider fairness, foreseeable harm, conservation benefit, dignity, independence, transparency, and accountability.

2. Scope and status

This policy applies to trustees, employees, workers, volunteers, interns, consultants, contractors, agents, fundraisers, ambassadors, and anyone acting for or representing BOS UK ("Connected Persons"). It applies in the UK and overseas, online and in person, and to decisions involving BOS Foundation and other partners.

Organisational partners should be required through proportionate due diligence and agreements to meet equivalent standards. When working at BOS Foundation sites or elsewhere in Indonesia, Connected Persons must also follow BOS Foundation policies, authorised local instructions, and Indonesian law. Where standards differ, the higher lawful protective standard should normally be used, and any uncertainty escalated.

This policy complements the Code of Conduct, Safeguarding Policy, Equality and Diversity Policy, Conflicts of Interest Policy, Whistleblowing Policy, Grievance Policy, Data Protection Policy, Health and Safety Policy and Security Plan, financial-crime policies, fundraising procedures, and Scheme of Delegation. The more specific policy governs the process for a particular concern.

3. Ethical principles

- **Integrity** — act honestly, keep commitments, correct errors and never mislead by words, images, omissions or selective evidence.
- **Respect and dignity** — treat every person fairly and without harassment, exploitation, bullying, discrimination, or abuse of power.
- **Animal welfare and conservation benefit** — put the welfare of individual animals and credible long-term conservation outcomes ahead of publicity, convenience, or personal access.
- **Do no avoidable harm** — identify and reduce foreseeable harm to people, animals, communities, habitats, partners, and public trust.
- **Accountability and transparency** — be able to explain decisions, maintain adequate records, and accept scrutiny while protecting legitimate confidentiality.
- **Independence and objectivity** — act in BOS UK's best interests, declare conflicts, and resist improper donor, political, commercial, or personal influence.
- **Inclusion and fairness** — value different perspectives, remove unjustified barriers, and make decisions consistently on relevant evidence.
- **Stewardship** — use money, data, time, natural resources, and charitable reputation carefully and only to advance BOS UK's purposes.
- **Partnership and listening** — respect local expertise, community rights, Indigenous people, culture, and lived experience, and avoid extractive or tokenistic relationships.
- **Evidence and learning** — use reliable information, distinguish fact from opinion, acknowledge uncertainty, and learn openly from mistakes.

4. Governance and responsibilities

- **Board of Trustees** — owns this policy, models ethical leadership, ensures decisions serve the Charity's purposes and best interests, manages conflicts, and oversees serious or systemic concerns.
- **Chief Executive Officer** — embeds the policy in strategy, operations, partnerships, and culture; provides advice and escalates material dilemmas to the Board.
- **Managers** — create psychologically safe teams, consider ethical risks, document significant decisions, and respond promptly to concerns.
- **All Connected Persons** — understand and follow this policy, seek advice when uncertain, declare interests, challenge respectfully, and report suspected breaches.
- **Suppliers and partners** — comply with contractual ethical standards, report material concerns, and cooperate with proportionate monitoring.

5. Ethical decision-making

A material or difficult decision should be made by people with appropriate authority, relevant knowledge, and no unmanaged conflict. The depth of assessment and record should be proportionate to risk, reversibility, uncertainty, and potential impact.

1. Clarify the decision, relevant facts, uncertainties, and who has authority.
2. Identify affected people, animals, communities, ecosystems, partners, and other stakeholders, including those whose voices may be less powerful.
3. Check the law, governing document, restricted purposes, contracts, and applicable BOS UK and BOS Foundation policies.
4. Identify benefits, harms, conflicts, power imbalances, alternatives, and cumulative or long-term effects.

5. Seek appropriate expertise or consultation without shifting responsibility for the decision.
6. Choose the lawful option that best advances BOS UK's purposes while avoiding or reducing harm and treating affected parties fairly.
7. Record the rationale, dissent, safeguards, approvals, and review point where the matter is significant.
8. Monitor the outcome, correct unintended harm, and capture lessons.

STOP AND ESCALATE

- The proposed action may be unlawful, outside BOS UK's purposes, or contrary to a restriction.
- There is a serious safeguarding, animal-welfare, environmental, financial, reputational, or security risk.
- A conflict cannot be managed, key facts are missing, or pressure is being applied to bypass controls.
- The decision may materially affect BOS Foundation, a local community, a donor commitment, or public trust.

6. People, equality and use of power

BOS UK will provide a respectful environment and make employment, volunteering, procurement, and participation decisions on fair and relevant criteria. Reasonable adjustments will be considered, and discrimination, harassment, victimisation, bullying, sexual misconduct, exploitation, and retaliation are prohibited.

Power must be exercised responsibly. A person must not use their role, access, influence, information, or control of opportunities for personal, sexual, political, or financial advantage. Consent must be freely given and must not be assumed where dependency, vulnerability, or a significant power imbalance exists.

7. Safeguarding and speaking up

The safety and dignity of children, adults at risk, staff, volunteers, visitors, community members, and anyone who encounters the Charity are a governance priority. Concerns must be reported promptly through the Safeguarding Policy or emergency route. Confidentiality will be respected but cannot be promised where disclosure is needed to protect someone or meet a legal duty.

BOS UK welcomes good-faith challenge. No person will suffer retaliation for raising a genuine concern, refusing an unethical instruction, or participating in an investigation. Employment grievances should use the Grievance Policy; wrongdoing in the public interest may be raised under the Whistleblowing Policy.

8. Orangutan welfare, wildlife and responsible access

- Follow BOS Foundation's animal-welfare, biosecurity, quarantine, visitor, photography, health and safety, and authorised staff instructions at all sites.
- Do not seek or promise touching, feeding, handling, staged encounters, or privileged proximity to orangutans or other wildlife unless expressly authorised for legitimate professional purposes.
- Do not compromise rehabilitation, release suitability, veterinary care, natural behaviour, or habitat protection for fundraising, filming, donor experience, or convenience.
- Use non-invasive methods and the least disruptive practicable option; maintain safe distances and minimise noise, stress, disease, and habituation risk.

- Report suspected wildlife exploitation, trafficking, cruelty, or welfare compromise through the appropriate safeguarding, operational, or whistleblowing route.
- Avoid partnerships or promotion that could normalise the exotic-pet trade, irresponsible wildlife attractions, or misleading conservation claims.

9. Communities, culture and partnership

BOS UK will approach Indonesian and other communities as rights-holders and partners, not merely as beneficiaries or content. Decisions should respect lawful rights, safety, cultural context, local expertise, meaningful participation, and the principle that conservation should not impose unfair costs on people with the least power.

- Consult early and in an accessible form where a decision may materially affect a community.
- Do not extract stories, images, knowledge, or labour without appropriate understanding, consent, credit, and benefit.
- Avoid tokenism, stereotyping, saviour narratives, and promises BOS UK or a partner cannot keep.
- Use interpreters and local expertise where needed and provide a safe route for feedback or complaint.
- Respect confidential, culturally sensitive, and traditional knowledge, including restrictions on publication or reuse.
- Assess whether payments, gifts, travel, access, or selection processes create dependency, favouritism, or undue influence.

10. Fundraising, donors and acceptance of support

Fundraising must be legal, open, honest, and respectful and comply with the current Code of Fundraising Practice. BOS UK will communicate the intended use of funds accurately, honour accepted restrictions, protect people in vulnerable circumstances, and make it straightforward to ask questions or complain.

A donation, sponsorship, or partnership may be declined, restricted, or returned where its source, conditions, associated conduct, or reputational effect is unlawful, incompatible with BOS UK's purposes or values, threatens independence, creates disproportionate harm, or cannot be responsibly managed. Due diligence will be proportionate; decisions on sensitive support will be documented at the appropriate level.

- Donors do not receive control over trustee duties, scientific conclusions, beneficiary or animal decisions, procurement, recruitment, or public positions.
- No fundraiser may use undue pressure, exploit vulnerability, or materially exaggerate urgency, impact, outcomes, or the experience of an individual animal.
- Restricted funds, donor preferences, and naming or recognition arrangements must be clear, lawful, and capable of fulfilment.
- Potential money laundering, bribery, fraud, sanctions or conflicts concerns must be handled under the relevant policy before funds are accepted, used or returned.

11. Communications, images and stories

BOS UK communications must be accurate, evidence based, respectful, and clear about uncertainty. Images and stories must not endanger, humiliate, exploit, or misrepresent people, animals, communities, or

locations. Consent must be informed, appropriately recorded, and revisited where use materially changes; safeguarding and security may override a desire for publicity.

- Distinguish current facts from projections, opinion, illustration, and composite or representative stories.
- Do not manipulate imagery, captions, statistics, or context in a way that could materially mislead.
- Use distressing content only where justified, proportionate, appropriately warned, and respectful of dignity.
- Protect exact locations, identities, and operational details where publication could increase trafficking, harassment, security, or privacy risks.
- Artificially generated or materially altered content must be reviewed under the AI Policy and labelled where omission could mislead a reasonable audience.
- Correct material errors promptly and preserve an appropriate record of the correction.

12. Evidence, research and impact claims

Scientific, financial, and impact information must be collected, analysed, and reported competently and honestly. BOS UK will not fabricate, suppress, or selectively present material information to secure funding or avoid criticism. Methods, limitations, assumptions, attribution, and conflicts should be disclosed where relevant.

Research or monitoring involving people, sensitive data, wildlife intervention, or material risk must have proportionate ethical, scientific, legal, safeguarding, and data-protection review before it begins. Necessary permissions and informed consent must be obtained, and data minimisation, security, retention, and responsible sharing applied.

13. Conflicts, gifts and independence

Personal, financial, and loyalty conflicts—including their appearance—must be declared early and managed under the Conflicts of Interest Policy and governing document. Trustees must decide solely in the Charity's best interests. A conflicted person must not influence a decision unless their limited participation is properly authorised and recorded.

Gifts, hospitality, travel, discounts, and other benefits must be lawful, modest, transparent, and incapable of influencing, or appearing to influence, judgement. Cash, secret benefits, kickbacks, and facilitation payments are prohibited. Offers involving public officials, procurement, grant decisions, or sensitive negotiations require particular caution and the applicable approval and register entry.

14. Political activity and public advocacy

BOS UK may campaign or engage policymakers where this supports its charitable purposes and complies with charity law. The Charity is independent and must not support or oppose a political party or candidate. Evidence, tone, and expenditure must be proportionate, and personal political views must not be presented as BOS UK positions without authority.

15. Environment and responsible operations

BOS UK will consider climate, biodiversity, pollution, waste, and resource use in procurement, travel, events, digital activity, and investment decisions. Environmental claims must be supportable and not omit material

limitations. Trade-offs should be assessed transparently, recognising that overseas conservation work may require travel or resources while still seeking practicable lower-impact options.

16. Information, privacy and confidentiality

Personal, confidential, commercially sensitive, and security information must be collected and used only for legitimate purposes, minimised, protected, and shared only with authority. Confidentiality must not be used to conceal wrongdoing, prevent lawful reporting, or silence safeguarding concerns. Connected Persons must protect donor, employee, community, partner, and operational information during and after their relationship with BOS UK.

17. Procurement, partners and use of resources

Purchasing and partnership decisions must be fair, documented, proportionate, and based on relevant factors such as purpose, quality, value, welfare, safeguarding, environmental and human-rights risk, capability, and conflicts. Resources must not be used for private benefit except where properly authorised and incidental.

Due diligence and monitoring should reflect the nature and risk of the relationship. BOS UK will seek corrective action, suspend activity, or end a relationship where serious ethical concerns cannot be adequately addressed, while considering unintended harm to people, animals, and conservation programmes.

18. Raising and handling ethical concerns

Advice and reporting routes

Routine advice: line manager or the Chief Executive Officer — Benjamin Callison, [redacted]
Concern involving the CEO: Chair of Trustees — Chris Worwood, [redacted]
Safeguarding concern: Designated Safeguarding Lead — Zoë Pallant-Sidaway, [redacted]
Suspected wrongdoing: Use the BOS UK Whistleblowing Policy
Immediate danger or suspected crime: contact the appropriate emergency or law-enforcement authority, then notify BOS UK when safe

A concern will be triaged under the most appropriate policy. Reviews will be impartial, timely, sensitive to conflicts, and confidential as far as reasonably possible. Those involved will be treated fairly, records will be restricted, and outcomes or lessons will be communicated to the extent lawful and appropriate.

A breach may result in guidance, training, corrective action, withdrawal of authority, disciplinary action up to dismissal, termination of a volunteer, contractor, or partner relationship, recovery action, or referral to the Board, regulator, or law-enforcement body. Deliberately false or malicious allegations may themselves be addressed, but an unsubstantiated good-faith concern is not misconduct.

19. Training, assurance and review

This policy will be introduced during trustee, staff, and relevant volunteer induction. Role-specific training will be provided where ethical risk is higher, including fundraising, communications, animal access, community engagement, data, partnerships, procurement, and overseas visits.

The CEO will periodically review significant dilemmas, complaints, conflicts, and breaches for patterns and control improvements. Material concerns will be reported to the Board, anonymised where appropriate. The policy will be reviewed at least every two years and sooner after significant legal, regulatory, strategic, or operational change or a serious incident.

APPENDIX A — ETHICAL DECISION RECORD

Use this record for decisions involving material ethical uncertainty, risk, conflict, public interest or potential harm. It may be adapted to the scale of the decision.

Decision and accountable owner	[Complete as appropriate]
Date / deadline	[Complete as appropriate]
Authority and applicable policies	[Complete as appropriate]
Known facts and uncertainties	[Complete as appropriate]
Affected stakeholders and consultation	[Complete as appropriate]
Options considered	[Complete as appropriate]
Benefits and conservation contribution	[Complete as appropriate]
Potential harms and power imbalances	[Complete as appropriate]
Conflicts declared and managed	[Complete as appropriate]
Legal / specialist advice	[Complete as appropriate]
Decision and ethical rationale	[Complete as appropriate]
Safeguards, monitoring and review date	[Complete as appropriate]
Approvals and dissent recorded	[Complete as appropriate]

RECORD PROPORTIONATELY

Routine low-risk decisions do not require this form. Keep a record where the decision is sensitive, contested, difficult to reverse or capable of causing material harm or loss of trust.