

VALUE CATALOGUE

EUROPEAN FEDERATION OF GREEN ROOF AND LIVING WALL ASSOCIATIONS – EFB

This document is meant to guide the EFB delegates, representatives and employees as well as our national member organisations in aspects of respectful, collegial and appreciative interaction with one another, democratic values, Gender equality, diversity and inclusion as well as sustainability according to our Statutes.

1.) Shared ethic values of larger scope

- EFB stands for a fair and liveable future for all and an economy within the limits of our planet resources. We are aware of climate change and its effects and try to have a positive influence through our technologies and drive climate change adaptation. We are a **non-for-profit** organization that operate on the basis of transparent national laws for national associations. We expect the same from our members.
- The EFB is a **democratic** organisation and is committed to the values of democracy. We expect the same from our members.
- The EFB openly opposes **corruption and crime** and supports measures to combat them. We expect the same from our members.



2.) Internal Work ethic

All EFB members and their representatives as well as employees of the EFB are expected to work together in a manner consistent with the values of the Federation and strive to achieve our collective goals. Professional ethical behaviour and respectful diction, written or spoken, is demonstrated at all times, in our responsibilities towards the organisation, in our professional relationships with each other, in our professional service to the community. A positive environment for error correction and productive criticism are essential. There is no criticism without specific improvement proposals and will to contribute, especially if voluntary work is concerned. **Collegial behaviour is a must.**

Our goal is to deal fairly and equitably with our colleagues, coworkers, partners and clients of any kind. All EFB members are expected to treat others with **dignity and respect**. EFB representatives and board members have a special obligation to encourage and cultivate a safe and secure environment in which internal and external individuals can raise issues or concerns without fear of retaliation.

3.) Respect and include others- we value personal dignity and differences

We respect the personal dignity of each individual, honour diversity, and are **intolerant of violence, discrimination, harassment, or retribution** in our work. We strive to be an organisation of choice committed to creating, managing, leveraging, and valuing diversity and inclusion. We work hard to create a positive work environment where each individual is appreciated, proud, satisfied, and adds value to the Federation. We practice equal opportunity without regard to race, religion, color, national origin, gender, sexual orientation, age, disability, or veteran or marital status. Our employment and personnel decisions are based on individual merit and Federation requirements. Retaliation is not tolerated.

4.) Gender equality considerations

The EFB makes a clear commitment to equality between women and men in the Federation. As an employer, we document our role as a role model with regard to equality between women and men in the world of work and the promotion of women with our Gender Guidelines.

In recent years, the proportion of women has increased continuously in various EFB positions, not only on staff level but also in the General Assembly and Executive board. Still, we did not reach a balanced state, and women in the Board are underrepresented, while they are overrepresented in the employed staff area.

We aim to achieve a balanced gender ratio in the future and we seek to invite and pay special attention to equal rights, payment and inclusion of diverse social backgrounds. If we consider further guidance necessary, we will provide the EFB with a detailed Gender and Equality Plan and seek further guidance by a Gender and Equality expert.

In the long term, inclusion also focuses on facilitating access to opportunities and rights for all by addressing, reducing and ending exclusion, stigma and discrimination.

5.) Sustainability from a general point of view

The EFB is committed to delivering sustainable and climate adapted greening technologies and are fully aware of the importance of nature and biodiversity as well as circular economy in all processes and materials along the value chain of delivering and maintaining green roofs and walls.

We consider organizational sustainability as a core business and are eager to reduce our footprint in any means:

- The EFB is a paper-free organization, we ask our members to avoid printing materials

- When travelling we choose public transport and if not avoidable, compensating carbon when flying

6.) Violations of the catalogue of values

In case a member or individual undermines ethic related positions of the EFB as set out in the catalogue, the parties of concern shall be given a fair written warning by the EFB board, in lead of the president. A recorded verbal conversation is as well valid. In case the warning does not have the desired impact, a second warning shall be issued that contains specific positions for improvement.

Violations of the catalogue of values can lead to the exclusion of a member (see § 5 point 5) of the EFB Statutes.