

GRAFT PNG CHALLENGE 2022 CODE OF CONDUCT

At Beanstalk, we believe that entrepreneurs create a better future. One of the ways we do this is by behaving well and helping each other, as companies and as people. This Code of Conduct provides guidelines for companies and people participating in the GRAFT Papua New Guinea Challenge 2022. These guidelines address both the things we do and the things we don't do—as good actors in the world. We recognise that each of us is an ambassador for the GRAFT program and for each other. We are part of a collaborative ecosystem and those that do not abide by this Code of Conduct will be removed from the program.

1. We give to our people and community

- We help others where we possibly can. We know everyone is busy but when the ask is sincere, we should be there to help and be respectful of others' time.
- We respond quickly in-network. We make every attempt to prioritize and respond to requests from fellow GRAFT network members, ideally within two business days.
- We appreciate the help of others. No one goes it alone – building a start and entering a new region is a team activity. We express our appreciation for the help of our customers, mentors, and others that make our success possible.
- We respect “no” as an answer. If another member says no to a request, we respect their decision.

2. We act with honesty and integrity.

- We are honest and transparent. If we say something either publicly or privately, then we believe that it is true. We do not intentionally omit important and relevant information in an effort to deceive others. We strive to be clear and transparent in our communications.
- We protect sensitive information. When we are entrusted with sensitive, confidential, or personal information we use appropriate measures to secure it. We respect requests for privacy and confidentiality.
- We disclose known conflicts of interest early. We err on the side of too much disclosure.
- We do not steal assets or content. We encourage and respect independent, innovating thinking. We do not plagiarise content from anyone.
- We abide by all local and federal laws. We do not do business with bad actors. We honor international sanctions. We are careful to do business only with lawful parties.
- We do not pay or accept bribes or kickbacks. We do not engage in any form of corruption. We act with integrity in our dealings with others and strictly prohibit corrupt activities.

3. We treat others with respect and humility

- We are committed to diversity and inclusion. We are committed to building inclusive work environments that reflect and value the diversity of people and cultures found in the world, which we believe leads to better companies and support. This explicitly includes respect and equal treatment regardless of gender, ethnicity, and sexual orientation.
- We commit to non-hostile, open, and welcoming workplaces. We intentionally create workplace environments where employees, partners, customers, and visitors feel accepted and free to express their opinions, concerns, and needs with an expectation that they will be heard and respected. We always communicate professionally and appropriately.
- We don't tolerate discrimination or harassment in any form. We will remove individuals who do this and will make it aware to all GRAFT members how best to recognise it, report it, and (if necessary) seek recourse.
- We participate in both offline and online forums with respect. We don't cause or participate in flame wars online. We participate in respectful discourse in all forums. We do not comment anonymously or with false identities.
- We stand up for others. We report violations and we appropriately intervene in situations when we witness violations of this Code.

End.