

**CODE OF CONDUCT & ETHICS FOR
THE
DESERT RESEARCH FOUNDATION OF NAMIBIA (DRFN)**

- 1. DRFN staff members are to comply with all guidelines and directives as contains in the Conditions of Service.**
- 2. DRFN staff members shall not do or allow anything to be done that may bring into disrepute, the image of the institution.**
- 3. DRFN staff members shall always fully comply with Namibian legislation within the borders of Namibia.**
- 4. DRFN staff members shall when deemed in the interest of upholding the rule of law within the institutions work environment in Namibia, join forces in condemning any part outside of the DRFN who does not comply with Namibian legislation.**
- 5. If, in the opinion of the DRFN Board of Trustees, any Namibian legislation effecting the DRFN operations and which creates an injustice or is morally unacceptable to the institution, staff members through the DRFN Board of Trustees shall engage the relevant authority/ies to resolve such issue/s. This shall however not entitle staff members to act illegally and in contravention of such legislation.**
- 6. Legislation shall include all Namibian laws, inclusive of acts, regulations, by-laws and all other rules and regulations generally applicable.**