

Code of Conduct

The following principles apply to the conduct of us and our partners:



We comply with the law

Somaha Foundation complies with applicable law in all its activities. Swiss law forms the framework for our foundation's philanthropic work. Acting under the law includes the fulfillment of and compliance with contracts.



We act charitably

Somaha Foundation is a charitable foundation. It pursues exclusively and directly philanthropic purposes. It operates independently of party politics.



We are obligated to our deed of foundation

According to the foundation's deed, the foundation's objectives are to support people in need and an open and diverse society and to protect nature from exploitation and destruction. The foundation uses its resources only for its objectives. It supports no projects which are not related to the purpose of the foundation.



We use our resources meaningfully and appropriately

All employees and project partners ensure that the foundation's resources are used following the foundation's purpose.



We set high standards for our work

Somaha Foundation sets the highest standards for its activities and those of its project partners. Projects have clear objectives and are oriented toward ecological, social, and economic sustainability. Research studies are always conducted in an open-ended, methodical, and systematic manner to address clearly defined questions. The foundation systematically evaluates its activities and strives for continuous improvement.



We promote a culture of learning

Somaha Foundation views learning as the basis for impactful action. We speak openly about successes, challenges, and failures, and use these to continuously improve our work. Constructive feedback, mutual learning, and respectful dialogue are central components of our collaboration.



We treat each other with openness and tolerance

At Somaha Foundation, all employees are entitled to respectful interaction, a trusting workplace, and equal opportunities. Respect and tolerance are essential components of our culture. Discrimination, bullying, and sexual harassment of any kind have no place at Somaha Foundation. The dignity of everyone is respected, and all encounters occur in an environment of courtesy and mutual respect.



We ensure transparency in our work

Somaha Foundation believes in transparent communication to acknowledge its responsibility to society. We provide the public with essential factual and economic information about our activities.



We work in partnership and with clear rules

Somaha Foundation strives to build a strong foundation of trust with external partners. Somaha Foundation's performance relationships and obligations must always be laid down in contracts.



We avoid conflicts of interest

If employees are offered gifts or other benefits in the course of their work, they are obliged to inform their supervisor immediately in order to have the legality of the offer checked. This does not apply if the gifts are appropriate for a particular occasion. If personal interests conflict with the interests of the Foundation, this conflict must be disclosed as soon as possible.



We care for people and nature

Somaha Foundation is committed to a healthy workplace. All employees must comply with any safety regulations and sensitize others. Somaha Foundation understands that acting in an environmentally conscious manner with the aim of protecting nature is an expression of its responsibility. Therefore, all employees are called upon to act in an environmentally conscious manner in their professional activities. This includes the economical use of working materials and energy.