

# GAIN VALUES AND SAFEGUARDING PRINCIPLES



GAIN is committed to equality of opportunity and to eliminating discrimination. All staff are expected to follow [GAIN Values](#):



**PASSION**  
**We are committed to achieving change for the most vulnerable**  
We have high expectations of ourselves. We hold ourselves and each other to account.



**VOICE**  
**We embrace equity, diversity and inclusion**  
We listen to and learn from each other. We are respectful and appreciative. We have a climate of openness and trust.



**INNOVATION**  
**We seek new solutions to problems**  
We embrace healthy risk-taking. We are willing to think and act “outside the box”. We invest in learning. We are ambitious, open and curious.



**INTEGRITY**  
**We are honest and transparent.**  
We deliver on our promises. We have consistently high standards of conduct. We aim to respect the environment and planetary boundaries.



**TEAMWORK**  
**We work together as ONE GAIN**  
We care about each other. We are good allies. We invest in relationships.



**HUMILITY**  
**We celebrate success but learn from our mistakes**  
We recognise our limitations as well as our strengths. We aim to listen to and serve our stakeholders.

## Our commitment to safeguarding

GAIN is committed to creating a safe and inclusive environment where all staff, volunteers, and job applicants are treated with dignity and respect. We are also committed to safeguarding the communities we work with. We have a zero-tolerance approach to any form of inappropriate behaviour, discrimination, abuse, bullying, harassment, exploitation and abuse of power or trust.

Safeguarding is integral to our recruitment practices, and we have robust procedures in place to prevent any form of harm, abuse, or discrimination.

As part of our commitment to safeguarding, all successful candidates will undergo thorough background checks and vetting procedures, which can include references, criminal records and terrorist finance checks where applicable, in accordance with our [Safeguarding Policy](#).

## **Global Alliance for Improved Nutrition**

We provide comprehensive training and support to our staff and volunteers and associates to raise awareness of safeguarding issues and ensure they are equipped to recognise and respond to concerns effectively.

By applying for a position with GAIN, you agree to uphold our safeguarding principles and contribute to maintaining a safe and supportive environment for all individuals.