



SOCIAL INNOVATION AND SUSTAINABILITY

CODE OF ETHICS

We intend to make people who live in situations of vulnerability and social exclusion autonomous



- Reason
- Pillars
- Values
- Principles
- Partnerships
- Efficiency
- Commitment

THE WAY

TEACH How to Fish® (THF) is an impact model focused on the social perspective of sustainability, created with the aim of empowering and empowering people who live in situations of vulnerability and social exclusion, through their own potential, in a way give them back their dignity and put an end to the cycle of poverty they live in and the need for charity. We know that this process is new, challenging and therefore very ambitious, as it includes training and, in the case of adults, also employability.

Although we have helped hundreds of children and families indirectly, the numbers are not the most important thing for us. We care about each one, with each life. We know the story of each person or each family we work with and we know their names, their difficulties and their precious victories. We envision a future where the children and young people we work with today will be the leaders of the sustainable communities of tomorrow. In which each of the women and men we work with today have become autonomous and live in dignity.

In 2021 we created '**by THF**', a social enterprise, the first in Portugal. The company was born from the desire to give sustainability to the **TEACH How to Fish**, with the added challenge of allowing, through the services available, to provide an innovative response to its primary objective. All of the company's net income will be applied to programs under the **TEACH How to Fish** model and with third sector partners who have a vision for a future in autonomy and sustainability.



REASON

Objectives for creating the code of ethics

- a) Share the principles that guide the activity of the TEACH How to fish social impact model and the rules of an ethical and deontological nature that should guide the behavior of the entire team and promote the adoption of ethical and deontological principles and rules by our Partners;
- b) Promote and encourage the adoption of the principles of action and behavioral rules defined in this code, namely the values in the team's relations but also with suppliers, customers and partners.
- c) Consolidate the institutional image of the TEACH How to Fish Project, created based on values such as fraternity, transparency, humility, integrity and a sense of justice. As well as in the Principles of humanism, respect for culture and diversity, frugality, empathy and a sense of service, and working towards positive and sustained results with true social impact.

PILLARS



VISION

Each Person, child or adult, in self-confidence developed talents and strengths, recognizing in themselves all the enormous potential needed to live a dignified life free of poverty in total autonomy, without the need for the presence of people or external entities in the management of their life.



GOAL

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MISSION

We will be a bridge that connects all social sectors so that we can work together to solve the identified social challenges. Connecting all those who live deprived of dignity and all others who can and want to help but often don't know how to do it. THF plays an active role with CHILDREN who live in extreme poverty and with ADULTS in situations of vulnerability and social exclusion.

VALUES

FRATERNITY

Although we have helped hundreds of children and families indirectly, the numbers are not the most important thing for us. We care about each one, with each life. We know the story of each person or each family we work with and we know their names, their difficulties and their precious victories.

TRANSPARENCY

In a transversal way, we value truth and transparency in the relationships we establish with each of the People with whom we work through the THF model. We consider transparency essential to establish and maintain long-lasting relationships based on trust and respect.

HUMILITY

Each face represents a life and is unique in its history. Each person has the necessary potential to reinvent themselves and with support and accompaniment together we will be able to reverse their situation of poverty. We will always measure the impact of our actions with the commitment to always refine and innovate our approach and methodology.

INTEGRITY

We want our presence to become absolutely unnecessary among the people or communities we work with, and that where we once noted the existence of poverty and dependence on charity, everyone can live a full life in dignity and autonomy.

PRINCIPLES

- Humanism
- Respect for culture and diversity
- Frugality
- Empathy and sense of service
- Work focused on operational and sustainable efficiency with true social impact



We believe in service by example, in leadership through coherence between what is said, what is asked of others and what is done.

The THF Project was never transformed into any model of the social third sector, as an association for example, because we wanted to work on a solution that would allow the sustainability of all operations and also a way to recover the credibility of the social sector that would stimulate cooperation between all.

Our ambitious vision of transforming dependency on charity into self-sustenance required risking new concepts towards sustainability, as well as creating a business model with growth potential and which, in line with ESG (Environmental, Social and Governance) criteria, still represented a high incentive for the investment.



PARTNERSHIPS

The 17th Goal of the SDGs concerns Partnerships for sustainable development that make it possible to achieve the other goals, and is for us the essence of the creation and permanence of **TEACH How to Fish** as a model of social impact.

We believe in multisectoral partnerships that mobilize and share knowledge, expertise, technology and resources to support the achievement of the **Sustainable Development Goals (SDGs)**.

In this way, we privilege all Partnerships with People, Companies, Associations and other Projects that have the same vision, because we believe in Cooperation for Development and Success, in the creation of synergies that allow the exchange of ideas and knowledge in the different valences, and with effective use of all available resources, human and financial.

The "3W's" define a performance that always makes all Winners: We, the Partners and above all the most needy Community.

We leave our deepest thanks to all the brands and companies that trust us and have allowed us to do more, through their work, support or highlighting and honoring our work.

EFFICIENCY

Measuring the social impact of our actions is essential to guarantee transparency but also, and above all, to be able to interpret results and learn how to cooperate better, in a more focused and efficient way.

The **Ten Principles of the UN Global Compact** are:

Human rights

- Businesses must support and respect the protection of internationally recognized human rights
- Ensure your non-participation in human rights violations

Labor Practices

- Companies must support freedom of association and the effective recognition of collective bargaining
- The abolition of all forms of forced and compulsory labor
- Effective abolition of child labor
- Elimination of Employment Discrimination

Environmental Protection

- Companies must support a preventive approach to environmental challenges
- Carry out initiatives to promote environmental responsibility
- Encourage the development and dissemination of environmentally friendly technologies

Fight against corruption

- Businesses must fight corruption in all its forms, including extortion and bribery.



COMMITMENT

ACTION

Actions based on active listening, research and meticulous work in recent years on the alternatives available to find a way to make the social sector sustainable and recovering its notoriety and credibility. Also with a meticulous business plan that gave rise to **by THF**, the first social enterprise in Portugal.

FOLLOW

Permanent monitoring of all operations is essential and we have an informed team focused on a common vision, aware of the enormous importance of each moment and step taken to ensure that this code of ethics is followed and respected.

MEASUREMENT

Act with humility measuring impact. Impact measurement is fundamental because it allows the greater purpose of the THF impact model not to end in our limitations in the course of actions.

OPTIMIZATION

This code of ethics must be updated whenever this need arises and potential improvements are identified to obtain impactful results with greater efficiency.

APPLICATION

Apply solutions and improve the use of all resources at our disposal, whether human or financial.

CONTACT

USEFUL LINKS

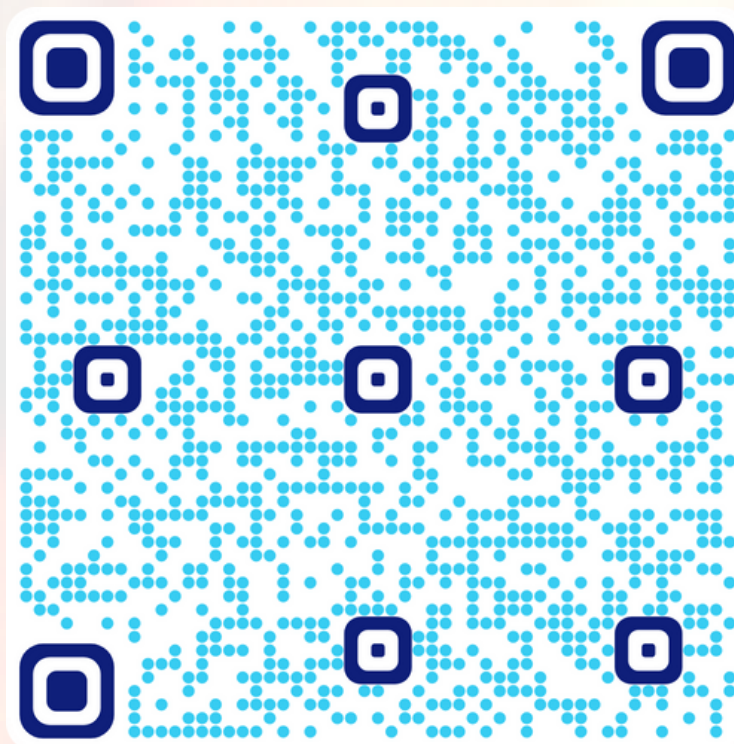
<https://linktr.ee/TEACHHowtoFish>

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Teach How to Fish