



Statement Of Values

1. Introduction

Pursuant to the authority conferred by the Institute’s Trust Deed and the mandate of its Board of Trustees, this Statement of Values (“Statement”) articulates the core principles that govern the conduct, decision-making, and organizational culture of the Global Institute for Circular Economy and Sustainable Development Goals (NGO) (“Institute”).

These Values originate with the Founders and continue to underlie every aspect of the Institute’s mission, employees and operations, and engagement with stakeholders.

2. Purpose

This Statement shall:

1. Define the Values that embody the Institute’s identity and ethical commitments;
2. Serve as the benchmark for behaviour expected of all officers, employees, volunteers, contractors, and representatives (“Relevant Persons”); and
3. Guide the Institute’s interactions with colleagues, clients, partners, donors, regulators, and the broader community.

3. Applicability

This Statement is binding on all Relevant Persons at all times and in all locations where they act in any capacity on behalf of the Institute, whether on-site, remote, or at external functions.

4. Core Values

4.1 Excellence

The Institute shall pursue the highest standard of quality and professionalism in every undertaking. Relevant Persons must continuously seek improvement, innovation, and best practices in service delivery, research, training, and advisory functions.



4.2 Performance Orientation

The Institute shall set ambitious objectives and measure outcomes against clearly defined targets. Relevant Persons must demonstrate accountability for results, foster a culture of high performance, and strive for outperformance in accordance with the Institute's strategic goals.

4.3 Transparency

The Institute shall conduct its affairs openly, honestly, and in clear communication with all stakeholders. Relevant Persons must disclose material information accurately and promptly, ensure that decisions and processes are visible, and maintain audit-ready records.

4.4 Reliability

The Institute shall honour its commitments and obligations. Relevant Persons must be dependable in service delivery, adhere to agreed timelines, and cultivate trust through consistency and follow-through on promises and obligations.

4.5 Integrity

The Institute shall operate in full compliance with applicable laws, regulations, and ethical standards. Relevant Persons must act honestly, avoid conflicts of interest, and uphold the highest moral and professional standards in all interactions and decisions.

5. Culture and Oversight

5.1 No behavioural standard can be fully prescribed. The Institute's culture must organically reflect these Values in day-to-day conduct.

5.2 The Board of Trustees shall, at least annually, assess the extent to which the Institute's culture and practices align with this Statement.

5.3 Where misalignment is identified, the Board shall mandate corrective measures, including training, process enhancements, or disciplinary action, as appropriate.



6. Stakeholder Engagement

These Values shall inform all engagements with:

- Colleagues and volunteers
- Clients, donors, and beneficiaries
- Suppliers, advisors, and contractors
- Regulators, funders, and accreditation bodies
- The communities in which the Institute operates.

For details about the organisation, visit www.krystahl.in

Policy approved by the Board of Trustees, GICE&SDGs (**Krystahl**).

Policy revised in April 2025.

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