

# OUR DEVELOPMENT PHILOSOPHY

OUR WORK IS INFORMED BY PRINCIPLES OF DEEP RESPECT, HUMILITY AND INTEGRITY.

## WE RESOURCE AND SUPPORT LOCAL EXCELLENCE

- We believe that support of the local economy is powerful development work
- We hire brilliant local staff, not foreign staff, and they are paid in keeping with the local economy
- We do not take overseas volunteers to project sites, unless skills are not available locally
- We do not disrupt or replicate existing government and local infrastructure or undermine government service delivery in the community
- We buy all products and services locally, only bringing goods and equipment from overseas if they are not available regionally
- We train and up-skill local people



## WE LISTEN NOT TELL

- We believe local people know the best solutions to their problems
- We ask people what help they need, not tell them what we think they need
- We consult and collaborate with community, developing shared goals
- We research, monitor and evaluate our work to ensure it is evidence-based
- We are not afraid to admit to, and learn from, our mistakes

## WE DELIVER INDEPENDENT AND BEST PRACTICE SERVICE

- We strive to ensure everything we do is in the best interest of the community
- We are not afraid to think and act contrary to prevailing opinion
- We do not take money from governments or give money to governments
- We share our experience and knowledge
- We are flexible and adaptive to new ideas
- We do not treat our projects as tourist destinations or places for people to learn or teach their children about the developing world and poverty
- We do not take our families and friends to project sites, other than as set out in the Adara staff manuals
- We induct all visitors to the cultural and political context before they arrive
- We manage visitors closely to ensure that they adhere to Adara's development principles and values

## WE RESPECT HUMAN RIGHTS

- We reach out to, support and seek to fulfill the human rights of the most marginalised and vulnerable people
- We support human rights through best practice service delivery
- We have zero tolerance for discrimination in all forms, including based on gender, religion, political affiliation, colour, ethnicity, caste or sexual orientation
- We believe everyone has a right to health and education services no matter where they live
- We celebrate and promote diversity
- We respect, promote and protect children's and women's rights in our programmes
- We behave in a culturally appropriate manner at all times when on project site
- We are non-political and non-religious

## WE AVOID DEPENDANCE

- We understand that the projects we work on do not belong to us, they belong to the community
- We minimise plaques, labeling and badging of projects in our name and in our donors' names
- We do not bring gifts or distribute money on project sites
- We work towards enabling communities to be self-sufficient



## WE PRACTICE THE HIGHEST STANDARDS OF GOVERNANCE AND ACCOUNTABILITY

- We undertake rigorous internal risk management
- We believe in equal employment opportunities so we advertise all jobs and undertake a detailed and fair interview process to seek the best candidates for all positions
- We never pay bribes or engage with black markets or illegal economies
- We respect local, regional, national and international laws
- We hold ourselves and our partners absolutely accountable for actions undertaken
- We account for our spending to our stakeholders, and expect our partners to account for their spending to us
- We pay fair local market rates for services and products

## WE BELIEVE IN PARTNERSHIP

- We have deep and connected relationships with the community, local NGOs and our donors
- We have a long term commitment to our projects
- We will only cease funding a project or community for very good reasons, and when we have given all parties advance notice that we are taking that action



WE ARE DEEPLY GRATEFUL FOR THE PRIVILEGE OF SUPPORTING AND PARTNERING WITH THE COMMUNITIES WITH WHOM WE WORK.

**ADARA**  
GROUP  
— BRIDGING WORLDS —