

## **GEBCO Code of Conduct**

Recognising the continuing expansion of activities of the GEBCO Project and the significantly increased global profile achieved as a result of the successes of the Seabed 2030 project, it is considered appropriate to formalise the way in which those within the GEBCO Community interact and are perceived externally to ensure all actions and activities can be seen to be being undertaken in the best interests of the GEBCO Project without any perception of gain, either institutional/organizational or personal. The IHO and IOC Secretariats have requested the Chair and Vice-Chair of the GGC to lead on the development a GEBCO wide Code of Conduct to provide guidance and clarity to all those involved with the GEBCO Project. [Post meeting note of GGC37 report].

## **GEBCO Code of Conduct drafting group**

### **Composition**

Chair has designated Vice-Chair to form and lead a drafting group. The drafting group has been established on mid-April 2021 and consists of: Rodrigo de Souza Obino GGC member, Caitlyn Raines TSCOM Vice Chair, Jennifer Jencks IHO-DCDB Director, Jamie McMichael-Phillips Seabed2030 Director, Jennifer Cheveaux Seabed2030 Secretary. The composition of the drafting group has been devised in relation to the specific competence, expertise and work experience in different private and governmental institutions of the involved individuals.

### **Objectives**

The Drafting Group is to develop a GEBCO wide Code of Conduct covering:

- a. personnel interaction and expected standards of respect and tolerance;
- b. individual status within GEBCO in relation to host national organisations and industry stakeholders;
- c. governance issues in relation to leadership positions within the GGC and any subordinate project and potential conflict of interest resulting.

### **Tasks**

The Drafting Group is to:

- a. develop protocols covering personnel interactions, providing examples of inappropriate behaviour, actions and comments;
- b. articulate the avenues open to individuals seeking advice and redress, including escalating scales available;
- c. provide clarification of individual status within the GEBCO Project with respect to host national organisation or industry stakeholder, highlighting the requirement to avoid acting as a policy instrument of the individual's employer and the need to operate in an open data environment working for the global community;
- d. clarify the responsibilities each individual has to ensure no actual or perceived conflict of interest, personal or host national organisation or industry stakeholder, can be inferred, particularly when undertaking leadership roles within the GGC or any subordinate body or project;
- e. identify to whom matters of concern should be addressed, if immediate resolution cannot be achieved, this should normally be the Chair of the GGC and/or the GEBCO Secretary, either or both for whom will determine the appropriate action(s) to be taken.

**Authority/Deliverables**

The Drafting Group is under the authority of the GGC to which it should report.

The Drafting Group should submit a mature draft GEBCO Code of Conduct document to GGC38 for consideration and subsequent approval. The Drafting Group may recognise the desirability of pre-meeting circulation to obtain feedback and input from the GGC members prior to formal submission.