



## CIFOR and ICRAF's Values

Core values set the tone for the organisation's culture, they identify what the organisation cares about and help in the achievement of their core mission. These values point to a common purpose and understanding which people use as a basis to build great working relationships.

Success in living and fostering these values are fundamental to maintaining a vibrant organisation, contributing to science and achieving impact. The following are CIFOR and ICRAF's core values:

**Professionalism:** CIFOR and ICRAF maintain ethical standards and integrity throughout their work. We strive for high quality and standard of work, and seek to demonstrate accountability in our research, transparency and equity in our methods and approaches and honour individual and partner contributions and engagement. We devise organisational policies and procedures that ensure fairness and implement them consistently in a fair and transparent manner.

**Innovation, Impact and Creative thinking:** CIFOR and ICRAF promote a culture of innovation, embracing creative and risk-taking solutions developed through continuous learning, problem solving and independent thinking. We pursue research that provides evidence and innovative solutions needed to scale up investment in sustainable development. We increase the visibility and accessibility of our research through effective and quality communications to generate accelerated development and scientific impact, as well as increase and accelerate the use and impact of our research.

**Mutual respect, inclusiveness and collaboration:** CIFOR and ICRAF support a work environment that fosters trust, teamwork and diversity. We acknowledge and respect all those we work with, irrespective of nationality, gender, culture, religion or our different needs regarding the balance between work and family. We promote equity, empowerment, independence of thought and open participation. We celebrate the achievements of our colleagues and partners. We promote a highly inclusive, open environment for full participation, a sense of belonging, mutual commitment and supportive engagement for all.

**Commitment to environmental sustainability and social equity:** CIFOR and ICRAF's research is driven by a commitment to improving livelihoods of smallholders and protecting the environment through sustainable and equitable land use, innovative finance and integrated landscape management.