

Accountability and transparency

Read the policies, reports, guidance and plans on how we tackle themes, such as addressing racism and mitigating our carbon footprint, on holding to the highest standards of ethics and values in our actions.

How we earn and spend funds

To find out about where our funds come from and how they are spent, [read through our annual financial and activity reports](#).

Behavioural commitments

The integrity of our organisation is upheld by the good conduct of each individual staff member, in any location, with full respect for the communities we serve. For us, this means not tolerating any behaviour from our staff that exploits the vulnerability of others, or of employees taking advantage of their position for personal gain.

All MSF staff are expected to abide by the MSF Behavioural Commitments.

[VIEW MORE](#)



Fighting inappropriate behaviour

MSF PROMOTES A WORKING ENVIRONMENT FREE OF HARASSMENT AND ABUSE.

Our leadership has unequivocally committed to fight abuse and harassment, and to reinforce mechanisms and procedures to prevent and address them. All staff are expected to abide by [MSF's Behavioural Commitments](#) and our guiding principles as stipulated in our Charter.

Training related to behaviour and management of abuse are regularly updated and improved. Procedures, including grievance mechanisms, are in place to encourage prevention, detection, reporting, and management of all types of inappropriate behaviour, harassment, and abuse. People, including victims or witnesses in the communities where MSF works, are encouraged to report misconduct to us so that allegations can be properly addressed.

Since 2018, on a yearly basis, [MSF reports on the number and broad types of complaints](#) received of abuse and inappropriate behaviour.

OUR REPORTING ON ABUSE AND INAPPROPRIATE BEHAVIOUR



Tackling racism and discrimination

IN JULY 2020, MSF'S INTERNATIONAL LEADERSHIP MADE A PUBLIC COMMITMENT TO TACKLE DISCRIMINATION AND RACISM WITHIN OUR ORGANISATION.

The Core Executive Committee (Core ExCom) pledged to "lead the way for the radical action sought after and demanded by our associations." In 2020, the Core ExCom defined an action plan, identifying seven priority or key areas as requiring urgent and concrete action.

We publicly publish our progress on each of the seven areas, as we want staff, patients, communities, donors, stakeholders, and the public at large to see where we stand on each of them, including those where we are struggling to move forward. Doing so is the best way to be transparent and demonstrate accountability for our actions.

READ ABOUT THE PROGRESS WE'VE MADE

Mitigating our contribution to climate change

Admittedly, we are rather late to the game of addressing the climate emergency. But we have taken, and are taking, a number of steps. Given the carbon-intensive nature of our work responding to crises around the world, reducing our carbon footprint presents many challenges. Even so, we recognise our contribution to human-caused environmental disruption and our ethical obligation to 'first do no harm' to people and the planet.



01 Reducing our carbon footprint

In late 2020, the highest-ranking MSF bodies – including the International Board – signed *The Environmental Pact*. The pact is a recognition of the environmental impact of our humanitarian duties – which is still essential to carrying out our work – yet is also a commitment to adapt our activities to significantly reduce our carbon footprint. In 2021, we decided to reduce our emissions by at least 50 per cent compared to 2019 levels by 2030. Measures to achieve this are now incorporated in all main MSF entities' strategic or action plans.

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Our plans in reducing our carbon footprint

Read below the different plans, road maps and strategies we have – on both movement-wide and operational directorate scales – to reduce our carbon footprint.

**CLIMATE EMERGENCY****MSF's 2020 Environmental Pact**

REPORT

29 MAR 2022

**CLIMATE****MSF c**

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Image use and consent at MSF

Visual storytelling lies at the heart of our social mission. Our images are crucial in allowing us to bear witness to crises, inform the public, inspire action, and raise the funds that allow us to continue our lifesaving activities.

The power of an image lies in its ability to tell a story, but this cannot come at the expense of the dignity, privacy, or agency of the people depicted. Learn how we gather consent for taking images of people, and our use of them afterwards

IMAGE USE AND CONSENT POLICY



AI editorial policy at MSF International

HOW DO WE USE AI ON MSF INTERNATIONAL CHANNELS AND PLATFORMS?

At MSF, our communications teams working in our programme coordination offices and in the countries where we work produce the majority of the original content that is published across the digital platforms of MSF International, including this website, [msf.org](https://www.msf.org). However, some content is written directly by the MSF International editorial team.

This policy outlines the ways in which generative artificial intelligence (AI) may and may not be used by the MSF International editorial team in curating, editing, and publishing content to MSF International channels and platforms.

[READ OUR AI EDITORIAL POLICY](#)