



NATURE TRUST

leading towards a better future



CODE OF CONDUCT & ETHICS

Integrity. Inclusivity. Sustainability. Accountability.

Nature Trust

February 2026
naturetrust.org.in

Code of Conduct & Ethics

Organization: Nature Trust

Scope: Trustees, Employees, Volunteers, and Partners

Core Values: Integrity, Inclusivity, Sustainability, and Accountability

Constitutional & Legal Alignment

In accordance with the **Constitution of India**, Nature Trust operates on the principles of:

- **Dignity (Article 21):** Every individual, especially those with disabilities and the elderly, shall be treated with utmost respect and dignity.
- **Equality (Article 14):** We prohibit discrimination based on caste, religion, gender, or disability in all our services and hiring.
- **Duty of Care:** Aligning with the **Tamil Nadu Transparency in Rights of Persons with Disabilities Rules**, we ensure that our conduct promotes an accessible and barrier-free environment.

Professional Integrity

- **Honesty:** All members must act with honesty in all professional dealings. Misrepresentation of the Trust's goals or achievements is strictly prohibited.
- **Conflict of Interest:** No member shall use their position at Nature Trust for personal, financial, or political gain. Any potential conflict must be disclosed to the Board immediately.
- **Confidentiality:** We protect the sensitive medical and personal data of our beneficiaries (children with disabilities and the elderly) as per data privacy norms.

Ethical Conduct toward Beneficiaries

- **Empowerment:** Our conduct should move away from "charity" toward "empowerment," as emphasized in the **Rights of Persons with Disabilities Act, 2016**.
- **Patient/Student Safety:** In our "Drama Therapy" and "Quality Education" programs, the safety and emotional well-being of the child or elderly person is the highest priority.
- **Informed Consent:** No therapy or dietary change (e.g., "No Oil" programs) shall be implemented without the informed consent of the individual or their legal guardian.

Environmental & Social Ethics

- **Sustainability:** As "Nature Trust," we must lead by example. Members are expected to practice and promote the sustainable, "natural lifestyle" we advocate for, minimizing waste and avoiding harmful chemicals in our facilities.
- **Community Respect:** We respect the local traditions of Tamil Nadu while promoting progressive social welfare.

Workplace Harmony

- **Zero Tolerance:** We maintain a strict stance against harassment (as per our POSH policy) and bullying.
- **Substance-Free Environment:** As a wellness-focused NGO, our premises and events are strictly free of tobacco, alcohol, and illegal substances.

Financial Stewardship

- **Transparency:** Every rupee donated is a trust placed in us. Members must ensure all expenses are documented and used strictly for the Trust's stated objectives.
- **Anti-Bribery:** Nature Trust has a zero-tolerance policy for bribery or facilitation payments to any government official or private entity.

Reporting Violations (Whistleblower Protection)

Any member who witnesses a breach of this Code is encouraged to report it to the Managing Trustee or the designated Ethics Officer.

- **Non-Retaliation:** The Trust guarantees that no person will face professional or personal repercussions for reporting a genuine ethical concern in good faith.