



# CHARTER OF VALUES

## Our Commitments and Principles of Engagement

### Introduction

Ambora operates in sensitive, often fragile environments where political, social, economic, and ecological tensions shape daily life. While we do not promote any particular ideological agenda, we believe in being transparent about the values and principles that guide our work.

This Charter outlines the ethos behind Ambora's approach – a quiet but deliberate commitment to ethical practice, equity, mutual respect, and organisational integrity. It is not a manifesto, but a reflection of the care we bring to our partnerships – how we listen, co-mentor, and accompany others in their professional settings.

### Our positioning

Ambora is a Swiss-based, non-partisan initiative. We do not align ourselves with political parties, movements, or interest groups, nor do we seek to take positions on societal debates, or act as advocates or campaigners.

At the same time, neutrality does not mean indifference. We work with organisations that contribute meaningfully to their communities, often under challenging conditions, and we stand firmly against discrimination, exclusion, and violence in all forms.

## Our core values

---

- 🌱 **Integrity and ethical practice:** We act with consistency, honesty, and discretion. In all our activities, we uphold high ethical standards – not only in what we do, but in how we do it. We recognise the sensitivity of working in fragile and contested environments, and we navigate these with care and humility, grounded in a deep sense of responsibility.
- 🌱 **Trust and mutual respect:** We build relationships rooted in long-term commitment and reciprocity. We listen before we speak and meet our partners where they are – not where we think they should be.
- 🌱 **Equity and inclusion:** We seek to support organisations that are often overlooked, including those led by women, youth, and marginalised communities – not out of charity, but in recognition of their value and potential.
- 🌱 **Impartiality and local leadership:** We do not align with political interests or ideologies. Our partnerships are guided by local relevance and leadership – not external agendas. We believe those closest to the challenges are also closest to the solutions.
- 🌱 **Organisational sustainability:** We prioritise strengthening internal systems, leadership, and collective decision-making. While individual growth is important, our emphasis is on durable, team-based capacities that remain within the organisation.
- 🌱 **Learning and reflexivity:** We approach every engagement with an open mind. Co-mentoring is a mutual learning process – not a top-down transfer of knowledge – and we remain open to being challenged by those we accompany.
- 🌱 **Transparency and accountability:** We communicate with care and honesty. We do not publish images, stories, or quotes without consent, and we remain alert to power dynamics and unintended consequences. We hold ourselves accountable to the values we promote.

## How these values shape our work

These values guide how we identify potential partners, structure co-mentoring, and speak about our work. We select organisations based on their vision, context, and potential – not their affiliations or access to donor networks. Our approach is one of accompaniment, not conditionality, and we aim to serve as a two-way interface between local actors and partners to align expectations without financial intermediation.

We favour learning-oriented monitoring over generic indicators, avoid one-size-fits-all training, and translate applied knowledge into team-owned routines and artefacts. We do not share content from our engagements without consent. Our work is quiet, careful, and grounded in mutual accountability.

## A living commitment

This Charter is a living document. As Ambora evolves, we will continue to reflect on what it means to act with integrity in a complex world. We welcome feedback from those we work with and remain open to revisiting and refining these commitments in dialogue with our partners.

