



CENTER FOR SUSTAINABLE SOLUTIONS [CSS]

GARFA CENTER FOR SUSTAINABLE SOLUTIONS IN SOCIAL WELFARE
FLAT # 2A, 15/2/P/23, JHEEL ROAD, BANK PLOT, GARFA, KOLKATA-700075

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www.cssindia.co.in

VISION:

CSS envisions an inclusive world where people are not discriminated based on their social, gender, religious, economic and political status.

MISSION:

To empower the marginalized, the underprivileged and the poor to claim their right to social, cultural, economic and political inclusion, irrespective of caste, creed, age, gender, ethnicity, religion and other status,

CORE VALUES COMMITMENT

We at **CSS**, have made this Core Values Commitment to describe who we are, what we do and how we do it. It reflects our Core Values of Independence, Transformation, Integrity, Equality and Excellence which serve as the foundation for all that we do. Our Core Values Commitment articulates our shared expectations of each other, including our board, staff, volunteers, interns, partners and service providers nationally.

INDEPENDENCE:

We believe that we must retain our independence of thinking and opinion, moral, political or financial.

- We are an apolitical organization and will continue to remain apolitical.
- We continuously strive to develop our capacity and improve our finances to carry out our mission.
- We are an inclusive organization and do not discriminate with those we work with.

TRANSFORMATION:

We believe in urgent action, innovation and the necessity for transformation both within the world we live in and our organization.

- We work together with communities to fulfill their rights, responsibilities and aspirations.
- We deliver life changing and measurable results using innovative approaches that are sustainable.
- We strive to improve constantly, learn from mistakes and embrace change.
- We relentlessly advocate with stakeholders to address the underlying causes of poverty.

INTEGRITY:

We are accountable to the people and partners we work with, transparently sharing our results, stories and lessons.

- We are accountable and transparent with ourselves, donors, partners and the people we work with.
- We comply with applicable laws and regulations as well as CSS policies and procedures.
- We are responsible stewards of the funds entrusted to us and strive to eliminate unnecessary expense.
- We do not engage in or tolerate fraud, dishonesty, theft, corruption, bribery or nepotism.
- We demonstrate our enduring commitment to people by exemplifying robust moral character and a desire for trust.

EQUALITY

We believe in the equal value of every human being and that change happens through people. We understand the importance of respecting and honoring every individual.

- We strive to end all forms of oppression, exploitation, discrimination, harassment, retaliation and intimidation.
- We deplore sexual exploitation and abuse of any form, especially that of children.
- We are committed to creating a safe and supportive work environment.
- We promote gender equality and fight for the dignity and human rights of everyone.

EXCELLENCE

We continuously challenge ourselves to the highest levels of learning and performance to create impact.

- We value innovation, passion, compassion, determination and perseverance.
- We design and implement effective, efficient and impactful programs.
- We unlock unrealized potential by encouraging the pursuit of professional and personal growth.
- We adhere to the CSS Code of Conduct and Ethics.
- We adhere to International Humanitarian Principles and various Global Standards that CSS upholds.
- We protect CSS's intellectual property, confidential information, equipment, brand and reputation.

If you believe that any CSS employee, volunteer, intern, partner and service provider has acted in a manner that is inconsistent with this Core Values Commitment, please notify management at tgcss.india@gmail.com or use our confidential whistleblower line available at www.cssindia.co.in. CSS prohibits retaliation against any person who reports or participates in an investigation of a possible violation of our Core Values. A report made in bad faith or failure to report conduct that is inconsistent with this Core Values Commitment can result in disciplinary action.

JULY 2020