



House of Mercy Foundation Values & Code of Conduct

Preamble

House of Mercy Foundation's vision and activities are based on a set of values which defines the culture of, and within, the organisation.

House of Mercy Foundation is committed to establishing this culture in the minds and practices of its leaders, staff and children by

- The staff induction process
- Staff training
- Leadership training
- Accountability to the leadership
- Teaching the children
- Modelling good behaviour and practices in front of the children

House of Mercy Foundation therefore states the following as its foundational values

- **Has the highest ethical standards and personal integrity**
 1. The basis of our ethics is the 10 Commandments
 2. Has high moral expectations in relationships between males and females
 3. Expect highly ethical use of finance, equipment and resources
 4. Expect a good day's work for a fair day's pay, and to be good stewards of time
 5. Aim to have a high level of compliance with the Thai government and laws
- **Respect each other and each child's individual needs**
 1. Recognise that all people are different
 2. Recognise that different ages and different genders have different needs
 3. Encourage mutual respect, regardless of age, status or gender
- **Help each child reach their highest potential**
 1. Recognise that children have potential in different areas, not just academic
 2. Recognise that all children learn and develop in different ways
 3. Expect that all House of Mercy children will live and develop in an atmosphere of encouragement

- **Practise Christian values**
 1. Love one another
 2. Honour the Bible as God's Word.
 3. Encourage to live by faith
 4. Encourage to seek God's plan
 5. Show compassion to all

- **Build trust by being honest and open**
 1. Conflict to be dealt with quickly, confidentially and in a climate where feelings can be expressed honestly
 2. Skilled mediators to be used where possible and appropriate
 3. Encourage the principles of love and forgiveness to be used

- **Provide a fair, flexible, safe and rewarding environment for children, staff and volunteers.**

- **Show respect to the communities we serve.**
 1. Respect and engage with Thai culture
 2. Prepare our children to be responsible and contributing Thai citizens

House of Mercy Foundation is a Christian organisation whose values and code of conduct reflects these beliefs. We believe in providing a holistic caring environment which takes account of people's physical, emotional, social and spiritual needs.

House of Mercy Foundation Registration Number T337/2543