BioHeritage operating principles, values, codes of conduct, and diversity & inclusion policies

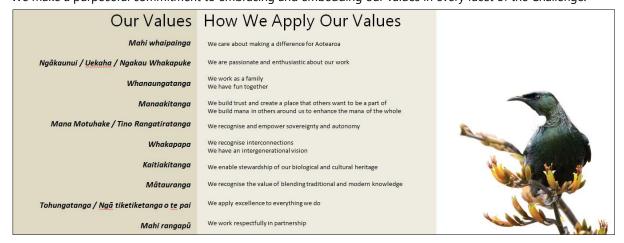
Science and research have a major role to play in reversing the decline of our biological heritage. In our 2019-2024 strategy we sharpen the focus on how New Zealand's research and innovation system can connect and accelerate progress to deliver enduring impact and benefit for New Zealand.

Operating Principles

- Maintaining a strategic perspective across all relevant investments (while not seeking to 'control' the
 direction of investments), thereby identifying gaps where investment is needed;
- Applying a right team approach at the outset, with a focus on inclusion of new participants who bring fresh perspectives and passion to the mission, as well as a healthy combination of Te Ao Māori and western science;
- Taking a 'whole-system' view across an innovation pathway;
- Facilitating inclusion of independent initiatives so they become part of a coordinated national effort, even when funded from other sources;
- Ensuring such coordinated national effort is informed across all priority setting initiatives;
- Purposefully balancing urgent/immediate deliverables with longer-term, strategic investments;
- Capturing and using key learnings and knowledge from national and international research;
- Investing in Mātauranga Māori-led solutions and resourcing them adequately acknowledging that there
 has been relative under-investment in uncovering indigenous ecological knowledge despite clear
 demonstration of the benefits of this approach;
- Ensuring current investments and outcomes of previous investments are **open, transparent and publicly available** (with due regard to commercially sensitive information), to prevent duplication of research effort and ensure investment is targeted to high-priority research;
- Capturing and sharing knowledge and learnings with everyone.

Our values

We make a purposeful commitment to embracing and embedding our values in every facet of the Challenge.



https://bioheritage.nz/about-us/our-values/

Equity, Diversity, Access and Inclusion Policy

To support all **members** of the **BioHeritage whānau** and to provide a **safe**, **inclusive** and equitable environment that enables all people to reach their potential. **Click here** for more information.

Code of Conduct

The Code of Conduct aims to promotes a **sense of community** through the cultivation of **mutual respect** and **understanding** and ensures our collaborative research community is treated fairly and equitably. **Click here** for more information