1. A: Recognising the dignity of the people we aim to assist

NCA Ethiopia shall use conflict sensitive approaches and tools. The work of NCA Ethiopia shall contribute to sustainable livelihood for poor people, without harming the environment. The work of NCA Ethiopia shall contribute to putting an end to gender inequality and promote gender equality.

NCA Ethiopia commits working with partners and agreeing on mutual accountability with each other and how we are accountable to those we aim to assist.

NCA Ethiopia commits to:
- Communicate clearly to partners about our commitments to policies and standards as defined in our Accountability framework.
- Ensure that any staff in a liaison role with partners make clear their commitments to policies and standards to the right-holders, host communities and other stakeholders (incl. NCA Ethiopia) they work with.

NCA Ethiopia expects partners to:
- Communicate clearly to partners about our commitments to policies and standards as defined in our Accountability framework.
- Ensure that any staff in a liaison role with partners make clear their commitments to policies and standards to the right-holders, host communities and other stakeholders (incl. NCA Ethiopia) they work with.
- Make sure information about NCA Ethiopia is back donor of a project is provided along with information as to how rights-holders should be informed about NCA Ethiopia's commitment to ACT Code of Conduct and ICRC Code of Conduct, when signing HuU.

2. A: Gender-sensitive planning and implementation

NCA Ethiopia shall ensure that staff have competencies that enables them to meet organisational commitments.

NCA Ethiopia expects partners to:
- Identify the different groups of right holders they aim to assist, referring to gender, age and specific needs.
- Provide information to rights holders on activities and support provided.

NCA Ethiopia commits to:
- Make sure that any staff in a liaison role with partners make clear their commitments to policies and standards to the right-holders, host communities and other stakeholders (incl. NCA Ethiopia) they work with.
- Jointly identify means for strengthening partners accountability in capacity development and organizational support to our partners.

NCA Ethiopia expects partners to:
- Jointly identify means for strengthening partners accountability in capacity development and organizational support to our partners.
- Make sure information about NCA Ethiopia as back donor of a project is provided along with information as to how rights-holders should be informed about NCA Ethiopia's commitment to ACT Code of Conduct and ICRC Code of Conduct, when signing HuU.

3. A: Transparency

NCA Ethiopia shall listen to people we aim to assist, enabling them to provide regular feedback and influence or make programme decision at different stages.

NCA Ethiopia expects partners to:
- Provide information about their work in relation to accountability, including how they interact with rights-holders and host communities.

NCA Ethiopia commits to:
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NCA Ethiopia expects partners to:
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NCA Ethiopia expects partners to:
- In addition to any other feedback mechanisms, a complaints procedure shall be in place which partners use to make complaints or seek redress if there is a complaint.

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NCA Ethiopia expects partners to:...
### 5. F: Accountability:
Learning and continual improvements

HAP benchmark 6:
NCA Ethiopia learns from experience to continually improve our performance

<table>
<thead>
<tr>
<th>Compulsory</th>
<th>continuous monitoring and periodic evaluation assess progress on commitments and standards (accountability, mainstreaming issues and the like)</th>
</tr>
</thead>
</table>

NCA Ethiopia commits to:
- Regularly monitor and evaluate projects, programs and partnerships together with our partners in order to consciously improve the work that we do.
- ACT Code of Good Practice
- Include accountability on part of PME process

NCA Ethiopia expects partners to:
- Monitor, evaluate and report on their use of resources and the difference they make in the lives of men and women.
- Provide information on expected goals and achieved goals to right-holders and host communities.

### 5. G: Accountability:
Transparency

Anti-fraud and corruption

<table>
<thead>
<tr>
<th>Compulsory</th>
<th>ACT anti-fraud and corruption policy</th>
<th>E-learning module - compulsory for all staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>ACT anti-fraud and corruption policy</td>
<td>External audits</td>
</tr>
</tbody>
</table>

NCA Ethiopia excepts partners to:
- Be open and transparent towards right holders and NCA Ethiopia.
- Meet NCA Ethiopia’s financial reporting requirements, as specified in the project.
5. I: Accountability: Transparency

Financial Management and Accounting standards

NCA Ethiopia financial policy and in land financial laws

All staff should be briefed about this standards, support system implemented upon request

5. J: Accountability:

Minimum standards in Disaster Response

The Humanitarian Charter and Minimum Standards in Disaster Response, the Sphere Project.

6. A: Security Policy

Compulsory for all staff, according R&G chapter 3

NCA Ethiopia Country Security plans reflect an aim to assist partners in developing appropriate security policy and plans.

6. C: Ethical Guidelines for procurement

Compulsory globally

NCA Ethiopia expects partners - to have procurement guideline and abide with it

7. A: ACT membership Requirements

Compulsory as part of ACT membership obligations

NCA Ethiopia commits to:
- work in collaboration with a range of partners working in emergencies
- retent standards
- to implement projects in line with standards and involve in different emergency work groups and coordinations

7. B: Partnership

Compulsory as part of ACT membership obligations

NCA Ethiopia commits to:
- secure informative and reliable financial information (such as reports) from all partners
- enhance partners’ ability to deliver financial reports of high quality

7. C: Protection Policy

Compulsory as part of ACT membership obligations

NCA Ethiopia expects partners to:
- be open and transparent towards right holders and NCA Ethiopia
- meet NCA Ethiopia’s financial reporting requirements, as specified in the project.

7. D: Emergency response

NCA Ethiopia commits to:
- work in collaboration with a range of partners working in emergencies
- retent standards
- to implement projects in line with standards and involve in different emergency work groups and coordinations

6. A: Security Policy

Compulsory for all staff, according R&G chapter 3

Norwegian Church Aid is a member of Ethical Trading Initiative (IEH) and prefers to cooperate with suppliers that seek to reduce ethical risks, promote sustainable development and environmental protection.

Ethical Trading Initiative (IEH) Guidelines incorporated in Procurement Guidelines

NCA Ethiopia procurement guideline

6. B: Respect national laws and regulations

Compulsory all representations

NCA Ethiopia excepts partners - to implement projects in line with standards and involve in different emergency work groups and coordinations

6. D: Respect national laws and regulations

Compulsory all representations

Partners are expected to follow national laws and regulations

7. A: ACT membership Requirements

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- be open and transparent towards right holders and NCA Ethiopia
- meet NCA Ethiopia’s financial reporting requirements, as specified in the project.

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