



## Egregor's ethical contract

Egregor is an independent global network of like minds, benign aspirations, sound principles and creative thinking. We fund practical innovative projects which catch our imagination, accord with our integrity and promise a more sustainable, fairer world of all – actively promoting a world where social justice, full inclusion and equality is celebrated and allowed to evolve and flourish.

Once we begin work on a project it becomes a part of us. There is no separation between what we expect of ourselves and what we expect of others who work with us.

Below is our ethical contract. We expect it to be lived by each member of our network and by all the individuals and organisations, stakeholders, partners and communities with which we work, long term or short term.

This ethical contract applies to egregor itself, its partners and social innovators it outlines the character of organisation-based behaviours and translates into the following commitments.

**Honesty and integrity** - we will apply these principles across all behaviours and interactions with partners, stakeholders, and impacted communities

**Truth** - we will be honest and realistic with each other about our hopes, doubts, money and mistakes. **Keeping commitments** is a key symbol of our egregor honour

**Respect** - we will deal with each other with kindness, fairness and intentional care across every aspect of our work, and with every individual or group with whom we work. We are seeking in all our actions to create supportive environments for our vision of transformation which pertains at all levels: internal, external and inter-organisational, applying to ourselves our partners and impacted communities. We shall listen deeply and actively. We shall attend to each others dreams for a better world and requirements to extend the journey. All of us are learners as well as active communicators of social change.

**Clarity** - we will ask questions. We will explain. We will be clear and patient in all our communications. We will be unambiguous about what we require and what we promise.

**Transparency** we will be authentic collaborators, sharing information generously. We will be constant: open about processes, activities, protocols and behaviours. We are aligned to the realities that to be innovative includes openness to fail, and reassess along the road seeking transformational futures.



**Trust** - we will build co-responsible relationships based on our shared ideals and radical open-ness. We will be allies to our partners, and share accountability for successes and failures.

**Alliance** - we will create powerful alliances for partners and colleagues, enabling all to promote and mobilise their mission and agendas. Our endeavours will be underpinned by Egregor's honest and accountable expertise and financial resources. We shall celebrate a work ethic of collective co-responsibility as each party and partner is to be held accountable – this keeps performance tip top and ethical across the multiple partnerships which egregor will establish, and matures all stakeholders. We will address wrongs with humility: apologising and setting things right between ourselves and others. We will keep our mutual esteem and hopes for justice high as we learn from our mistakes and commit afresh to our founding vision for social transformation, to realise social justice, equality and flourishing for all.

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### **The ecology of egregor's values and ethical contract**

Egregor's stance on ecological ethics involves evaluating, justifying / refuting actions, and prescribing values, norms, and standards of character and conduct in the context of the ecological conditions (which pertain with the interconnectedness of the local, regional and international ecosystem). egregor is committed to the well-being and flourishing of human societies set with respect to our wider fragile biosphere.

#### **Post-Colonial iteration**

We are clear that racism, homophobia, patriarchy, and any false narrative of hierarchies between and within societies based on histories of exploitation and extraction rather than collaboration and mutual enrichment requires constant attention and active redress.

**Creative Construction** we shall pursue creative construction rather than destruction. Silicone Valley's pole star has been one of creative destruction. Technological breakthroughs have impacted billions of people but those who have financially benefitted are few. The loss of accountability for the needs of the many has been appalling. Our sponsorship of innovation will attend to the impact on communities through the optics of social justice and gateways of flourishing for all.

**Engagement against discrimination**, for environmental and human justice. egregor will source finance, professionally resource and sponsor those partners with these optics in high focus.

**Leaving is the hardest thing.** We shall cleave through the germination and kindergarten phase of our partner's visions for growth, impact and community flourishing. We shall detach our close focus and intense co-regard as our egregor concept proofing and accelerator companionship matures.



Egregor's aim is for its vision to extend our impact far beyond our own limited network. We do not believe in institutionalising, technocratising, or monetising for egregor's gain, our initiatives. egregor belongs to all who embrace its ethic, aims and support its activities. All the benefits of its output and innovations are shared by our communities. Our ambition is for continual and iterative disappearance – and renewal, for the creative renewal of societies for empowered justice making and creative solution finding in as many places, and for as many of the wicked problems confronting our world and its communities crying out for a better way, as possible.