

# 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.

Our Values	How We Apply Our Values
<i>Mahi whaipāinga</i>	We care about making a difference for Aotearoa
<i>Ngākaunui / Uekaha / Ngakau Whakapuke</i>	We are passionate and enthusiastic about our work
<i>Whanaungatanga</i>	We work as a family We have fun together
<i>Manaakitanga</i>	We build trust and create a place that others want to be a part of We build mana in others around us to enhance the mana of the whole
<i>Mana Motuhake / Tino Rangatiratanga</i>	We recognise and empower sovereignty and autonomy
<i>Whakapapa</i>	We recognise interconnections We have an intergenerational vision
<i>Kaitiakitanga</i>	We enable stewardship of our biological and cultural heritage
<i>Mātauranga</i>	We recognise the value of blending traditional and modern knowledge
<i>Tohungatanga / Ngā tiketiketanga o te pai</i>	We apply excellence to everything we do
<i>Mahi rangapū</i>	We work respectfully in partnership



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

## Equity, Diversity, Access and Inclusion Policy

To support all **members** of the **BioHeritage whanau** 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 promote 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