

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 tiketetanga 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 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 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