



Mining Industry Federation of East Africa (MIFEA)

MIFEA Code of Ethics

Adopted by the General Assembly of MIFEA

Preamble

The Mining Industry Federation of East Africa (MIFEA) is committed to ensuring that mining contributes positively to the socio-economic development of East Africa while upholding the highest standards of professionalism, integrity, and responsibility. This Code of Ethics is binding on all members, associates, partners, and representatives of MIFEA, and serves as a guide to conduct in all professional and organizational dealings.

1. Core Values

- Integrity – Act honestly, fairly, and consistently, avoiding practices that bring disrepute.
- Transparency – Decisions and transactions must be open, truthful, and accessible.
- Accountability – Members are responsible for their actions and must take ownership.
- Respect for Human Dignity – Uphold rights, safety, and welfare of workers and communities.
- Environmental Stewardship – Protect and rehabilitate the environment.
- Inclusivity & Diversity – Promote equal opportunity across gender, age, nationality, and stakeholder groups.

2. Ethical Standards of Conduct

- Professionalism – Maintain high standards and strive for excellence.
- Conflict of Interest – Avoid and disclose conflicts promptly.
- Anti-Corruption & Bribery – Strictly prohibit unlawful incentives.
- Fair Competition – Avoid practices that limit fair trade.
- Confidentiality – Protect sensitive information.
- Safety & Health – Prioritize occupational safety and well-being.

3. Responsibilities to Stakeholders

- To Governments – Collaborate constructively, respect laws, and promote compliance.
- To Communities – Engage openly, respect heritage, and contribute to development.
- To Employees – Treat with dignity, fairness, and respect.
- To the Environment – Minimize impact and rehabilitate ecosystems.
- To Investors & Partners – Foster trust and honor commitments.

4. Compliance & Enforcement

All members must sign a declaration committing to this Code upon joining. Breaches will be investigated by the Ethics & Disciplinary Committee. Sanctions may include warnings, suspension, fines, or expulsion. Members retain the right to appeal under MIFEA's Dispute Resolution framework.

5. Continuous Improvement

MIFEA shall review this Code regularly to reflect evolving best practices, legal reforms, and global standards in mining governance.

Declaration

By joining MIFEA, every member affirms commitment to this Code of Ethics and agrees to uphold it in letter and spirit.