

# Our Commitments

---

## Ther Development Center

An Iraqi Non-Governmental Organization – Est. 2009

Publication Date: July 2025

## Introduction

At Ther Development Center, we are guided by a set of ethical commitments that define our work, inform our decision-making, and inspire trust in our partners. These commitments reflect our core values and represent the foundation of our relationships with communities, donors, staff, and other stakeholders. By articulating these commitments, we reaffirm our responsibility to act with integrity, transparency, and respect for human dignity in all that we do.

This document outlines the five core commitments that shape our approach to sustainable development and civic engagement.

## 1. Commitment to Professional Growth

We are committed to fostering the continuous development of our team by encouraging learning, innovation, and knowledge sharing. Through structured training programs, mentorship opportunities, and a culture of self-improvement, we enable our staff and partners to adapt to change, embrace new challenges, and deliver high-impact solutions to the communities we serve.

## 2. Commitment to Inclusion and Human Equality

We believe in the intrinsic value and dignity of every individual, regardless of background, identity, or belief. Our programs and workplace practices promote inclusive participation, equitable access, and fairness in every aspect of our work. We are especially committed to ensuring the voices of marginalized and underrepresented groups are heard and valued in the development process.

## 3. Commitment to Environmental Sustainability

We recognize the critical importance of environmental protection in Iraq's development. From climate adaptation to resource efficiency, our initiatives integrate sustainability as a cross-cutting principle. We actively promote the use of green technologies, eco-friendly practices, and community-based solutions to ensure long-term resilience and environmental justice.

## 4. Commitment to Social Impact

We design every program and intervention with the long-term benefit of local communities in mind. Our goal is to generate measurable, meaningful, and sustainable change that improves lives and empowers citizens. We focus on inclusive local development, civic participation, and responsive governance as essential drivers of impact.

## 5. Commitment to Work-Life Balance

We are committed to the well-being of our staff as a pillar of organizational sustainability. We promote flexible working conditions, mental health awareness, and a supportive culture that respects the balance between professional and personal life. By caring for our team, we build a resilient and motivated workforce capable of advancing our mission.

Approved by the Administrative Board of Ther Development Center

Date of Issue: July 2025