

## CHARTER OF VALUES FOR REPRESENTATIVES OF FOUNDATION NOVA DIEM

As Foundation Nova Diem develops into the future it is essential that it retains the key attributes upon which it has been seeded. Our behaviours are guided by a commitment to our Vision for a more equitable and inclusive world for all and our Mission to empower individuals and organisations to unlock potential creating a more equitable and inclusive world.

Our Organisational Values drive how we do everything at Foundation Nova Diem. Those values are:

1. **Integrity:** Integrity is crucial for Nova Diem's organisational values because it is essential for building trust and credibility with stakeholders and the communities it serves. By acting with integrity, Nova Diem can demonstrate its ongoing commitment to transparency and honesty, which can help to build trust and confidence in its work.
2. **Empathy and Compassion:** Nova Diem prioritises empathy and compassion in its work by recognising the unique challenges and needs of the young people and families it serves and striving to understand their perspectives and experiences.
3. **Inclusivity:** Nova Diem values inclusivity by working to ensure that all young people and families, regardless of their background or circumstances, have equal access to its services and opportunities.
4. **Equity:** Nova Diem prioritises equity by working to address systemic barriers and inequalities that prevent young people and families from achieving their full potential.
5. **Respect:** Nova Diem values respect by treating all young people and families with dignity and respect and valuing their unique strength/abilities.
6. **Collaboration:** Nova Diem prioritises collaboration by working with other organisations, stakeholders, and community partners to achieve greater impact and build stronger, more sustainable solutions to the challenges faced by disadvantaged young people and their families.
7. **Innovation:** Nova Diem embraces innovation because it is essential for finding new and effective solutions to the challenges faced by disadvantaged young people and their families. By fostering a culture of innovation, Nova Diem can stay at the forefront of efforts to address these challenges and better serve its target population.
8. **Courage:** Courage is essential for taking on difficult challenges and addressing complex issues. By being courageous, Nova Diem can inspire others to act and make a positive difference in the world.

It is these attributes and values that this Charter seeks to reinforce and protect. The Charter complies with and is supported by the existing legislative frameworks which govern the State of Victoria and the Commonwealth of Australia.

The Charter is further supported by Policies and Procedural Manuals that can be accessed through the Chief Executive Officer, providing detail and guidance on required conduct of representatives of the Foundation.

The term 'Representatives of the Foundation' includes (but is not limited to) Staff (employees, contractors, consultants, volunteers/interns), members of the Board, Advisory Board and sub-committees or teams and volunteers.

Representatives of the Foundation Nova Diem are required to be guided by the Values Charter in their behaviour and are encouraged to engage with one another about how they can best adhere to its requirements.

A handwritten signature in black ink, appearing to read "Andrew Power".

Andrew Power  
**Co-Founder**

A handwritten signature in black ink, appearing to read "Jane Sydenham-Clarke".

Jane Sydenham-Clarke  
**Co-Founder**