

Culture Statement

At Seas At Risk, our culture reflects who we are and the values we uphold as a collective working for the protection and restoration of the marine environment. Our Culture Statement serves as both a compass and a commitment that goes beyond existing laws and regulations. It outlines the seven deep values that guide our actions in all we do: **justice, diversity, respect, integrity, passion, curiosity, and collaboration.**¹

Justice

We champion justice in all forms, recognising that true justice comes from acknowledging our privileges, addressing inequalities and striving to remediate them. We understand that courage is a means of achieving justice; we must challenge "safe" and comfortable habits to get closer to what is fair and just for all. As an organisation, we stand up for economic justice, environmental justice and social justice for both people and the planet. The policies we develop and advocate for must consider as many perspectives as possible and offer solutions that are fair and just for a wide range of beings (whether human or not) today and tomorrow.

Diversity

It lies in the very core of Seas At Risk to leverage the unique strengths and perspectives of our member organisations across Europe, enriching our collaborative efforts with a wealth of ideas and approaches to marine conservation and preservation. We recognise, embrace and celebrate the diverse cultures, traditions, and backgrounds of our employees, members and partners, fostering a culture where differences are seen as strengths, and everyone feels comfortable sharing their ideas and being themselves. Our work extends beyond our organisation, engaging a wide range of stakeholders, including governments, local communities, scientists, and international bodies. By incorporating these various interests and expertise, we strive to develop comprehensive and effective policies. It is our strong belief that diverse viewpoints lead to more innovative solutions.

Respect

In the same way we ask stakeholders to not only consider the ocean but care for and protect it, we emulate this ethos in how we respect and have care and compassion for each other. This means not

only including various voices in our work and discussions but also striving to take the extra step to listen, understand, and sympathise with others. We also recognise and incorporate local and traditional ecological knowledge and practices that have long contributed to marine conservation and sustainability. Respect is foundational to trust, collaboration, and long-term success in our mission to protect and preserve marine life.

Integrity

At Seas At Risk, we strive for the highest levels of integrity by being honest and having a strong, science-based foundation and strong commitment to environmental and social justice principles. We use these principles to guide our decision-making and refuse to change them in the face of external or political pressure. By consistently being truthful, transparent and honest, we aim to build trust and create the credibility and ethical foundation that integrity requires.

Passion

At Seas At Risk, passion is the strongest current in all we do. It is a common force that keeps us moving even through the most turbulent waters. Meaningful impact often requires patience and hard work, and we take pride in standing strong on sometimes complex issues for as long as it takes. We are here because we believe deeply in our mission to save the ocean, and irrespective of our individual roles, we all play an important part in fulfilling it. In our work, we invest ourselves in what matters most, balancing visionary ideas with purposeful action for the greatest possible impact. This spirit sustains us, keeps our purpose alive, and reminds us why we show up every day: to protect the ocean we love.

Curiosity

Curiosity drives us at Seas At Risk to continually learn, evolve, and discover new ways to protect the ocean. We believe that curiosity means more than seeking answers and learning something new. It is about challenging our own perspectives to be able to fully transform the system in which we have been brought up, and which we want to change. It is not just about seeing what might be possible; it is about embracing uncertainty, actively pushing boundaries, and transforming curiosity into meaningful change. Curiosity is not a one-time exercise; for us, it is an ongoing practice.

Collaboration

At Seas At Risk, we aim to deepen participatory multi-stakeholder collaboration to build a powerful community of system changers. We believe that the key to maximising our impact lies in creating an inclusive and participatory environment that draws on diverse voices and perspectives, breaking down silos and seeking new collaborations. This approach involves not only our internal team members but also our member organisations and external partners. By nurturing these relationships, we build trust both within our organisation and across the broader community of ocean advocates. We aspire to build and strengthen channels that promote transparency, foster meaningful engagement, allowing valuable insights and feedback to flow freely to leadership.