



CODE OF ETHICS

Staff and Volunteers shall:

1. On joining MaritimEA read and agree to adhere to these MaritimEA Code of Ethics by initialling each page and signing on the last page of the document;
2. Report knowledge of violations of the MaritimEA Code of Ethics to MaritimEA management and other appropriate authorities;
3. Refuse to comply with any requests or demands which conflict with this Code of Ethics;
4. Ensure that if they derive pecuniary benefits for providing professional services on behalf of MaritimEA, he/she will do so keeping in mind the provision of Service Tax or any other taxes as applicable, and making sure that there is no violation of the laws of Pakistan;
5. Recognise that best endeavours should be made to
 - a) stay informed and knowledgeable about changes in the legal protections and relevant codes of practice in relation to archaeological and heritage matters;
 - b) stay informed and knowledgeable about developments in her/his field or fields of specialisation in order to best serve the interests and activities of MaritimEA;
 - c) encourage, educate and develop skills for others to take an interest in archaeological and heritage matters;
 - d) communicate and cooperate with colleagues having common professional Interests;

e) and give due respect to colleagues' interests in, and right to, information about sites, areas, collections, or where there is a mutual active or potentially active research concern, provided that requests for information are consistent with prior rights of publication and other archaeological responsibilities.

Staff and Volunteers shall not:

6. Falsely or maliciously attempt to injure the reputation of another person or organisation associated with MaritimEA or MaritimEA;

7. Publicly debate or raise contentious issues involving MaritimEA without first bringing them to the notice of MaritimEA management to seek clarification and mutual resolution. In all cases it must be ensured that Staff or Volunteer conduct does not discredit MaritimEA or place it in an unfavourable light.

Interaction with the archaeological and heritage resource

Staff and Volunteers shall:

8. Acknowledge that any movable or immovable object or site, both on land and underwater, that has been in existence for a period of not less than seventy-five (75) years is considered an 'antiquity' and is protected by law;

9. Commit to representing archaeology, heritage and research results to the public in a responsible manner;

10. Actively support the recording, conservation and sustainable management of the non-renewable archaeological and heritage resource;

Staff and Volunteers shall not:

11. Engage in or support any act of treasure hunting, commercial salvage of historical sites, opportunistic non-archaeological recovery, souvenir or trophy collecting, pillage, looting or other activities that may result in irreversible, incremental or catastrophic, site destruction.

a) 'Treasure hunting' refers to activities that lead to or result in the disturbance, interference with, or destruction of heritage sites and the recovery of items or materials from those sites for personal souvenir or trophy collecting purposes, or for private and personal benefit through subsequent monetary sale, barter or exchange.

b) Treasure hunting ignores the principle that heritage sites and antiquities have public social, educational, and scientific value for current and future generations of the community and should not be subject to activities that may result in the loss of potential knowledge or information in relation to the above mentioned values.

c) Treasure hunting ignores the principle that buried or *in situ* antiquities, including the associated context, are a public resource and may not be appropriated, through an act of discovery and/or recovery, into private ownership.

d) For the purposes of this code, treasure hunting does not relate to legitimate commercial activities associated with the recovery and salvage of non-historical material from sites with genuine commercial value and that do not relate to items of antiquity, or places of archaeological and heritage significance.

e) For the purposes of this code, treasure hunting does not relate to representative sampling and selective recovery of limited archaeological material for scientific investigation, identification and classification purposes, undertaken by a qualified archaeological professional, and in accordance with appropriate legal approvals and permits.

12. Engage in nor support the illicit or unethical trade in archaeological material, including the commercial salvage or recovery of archaeological material for irretrievable dissemination, sale, profit or private benefit.

13. Undertake or endorse any development and/or construction activities that may indirectly or inadvertently impact on the archaeological or heritage resource and that do not demonstrate a duty of care towards protecting the resource through managed controls and mitigation measures to limit such impacts.

14. Undertake any activity that affects the archaeological resource for which he/she is not qualified, unless supervised by a suitably qualified archaeological professional.

15. Engage in any dishonesty, fraud, deceit or misrepresentation, illegal or unethical conduct involving archaeological and heritage matters.

Dissemination of information

Staff and Volunteers shall:

16. Endeavour to disseminate the results of research in appropriate publicly accessible and permanent repositories, publications and other media within a reasonable time;
17. Support activities that inform and educate a wider public about the aims and achievements of the organisation;
18. Respect the copyright and intellectual property rights of other researchers and, where legitimate use is made of the work of other parties, this will be appropriately acknowledged.

Staff and Volunteers shall not:

19. Commit plagiarism in oral or written communication;
20. Give a professional opinion, make a public report, or give legal testimony involving archaeological and heritage matters without being as thoroughly informed as might reasonably be expected;
21. Encourage exaggerated, misleading, or unwarranted statements about archaeological and heritage matters that might induce others to engage in unethical or illegal activity;
22. Reveal or use confidential information for the advantage of herself/himself or a third person, or for purposes other than to serve the interests and activities of MaritimEA, unless required by law;

Special Interest Groups

Staff and Volunteers shall:

23. Be sensitive to, and respect the legitimate concerns of groups whose cultural heritage and histories are the subject of archaeological investigations, including site owners, local communities and other stakeholders;
24. Treat human remains and other sensitive cultural material with respect and in accordance with the prevailing laws and local customs;

International Conventions

Staff and Volunteers shall:

25. Respect and comply with all national and international legislation, codes of practice and charters applicable to archaeological research and the protection of cultural heritage;
26. Support and comply with the terms of relevant charters and doctrinal texts adopted by ICOMOS;
27. Support and comply with the terms of the UNESCO Convention on the Protection of the Underwater Cultural Heritage;
28. Support the aims of the United Nations Decade of Ocean Science for Sustainable Development (2021-2030);
29. Be aware of and support the United Nations 2030 Agenda for Sustainable Development.

Further Information:

<https://www.unesco.org/en/underwater-heritage>

I _____, hereby agree to abide by the
MaritimEA Research code of ethics.

Signature

Date