**Document 2. Estuary Learning Philosophy and Ethics**

1. At Estuary Learning we respect equally the varied modalities of Natural Earth Medicine.
2. Estuary Learning is an earth-centric philosophy. Preserving a healthy Earth environment and ecology is fundamental to our existence. We honour Mother Earth.
3. Estuary Learning is a collaborative association. We operate through a process of dialogue, peer review, and mentoring. We value cooperative leadership.
4. Estuary Learning is a culture of sharing knowledge, experience and wisdom.
5. We respect equally the varied educational lineage and traditional learning of Natural Earth Medicine found within our membership.
6. We treat one another with respect and kindness. We value thoughtfulness and mindfulness. We are supportive of each other’s ongoing development.
7. We make decisions aligned with Estuary Learning Values, which are at the core of everything we do.
8. We value connection and accessibility. We maximise accessibility to education and mentoring for our members. We do this regionally and financially.

 a. Regionally we are accessible through technology or face-to-face learning.

 b. When possible, we share clinics and workspaces for education and mentoring.

 c. We are financially within reach of our members and community.

The Philosophy of Estuary Learning, its ethics and values are the core significant factors in the consideration of all matters arising within Estuary Learning.