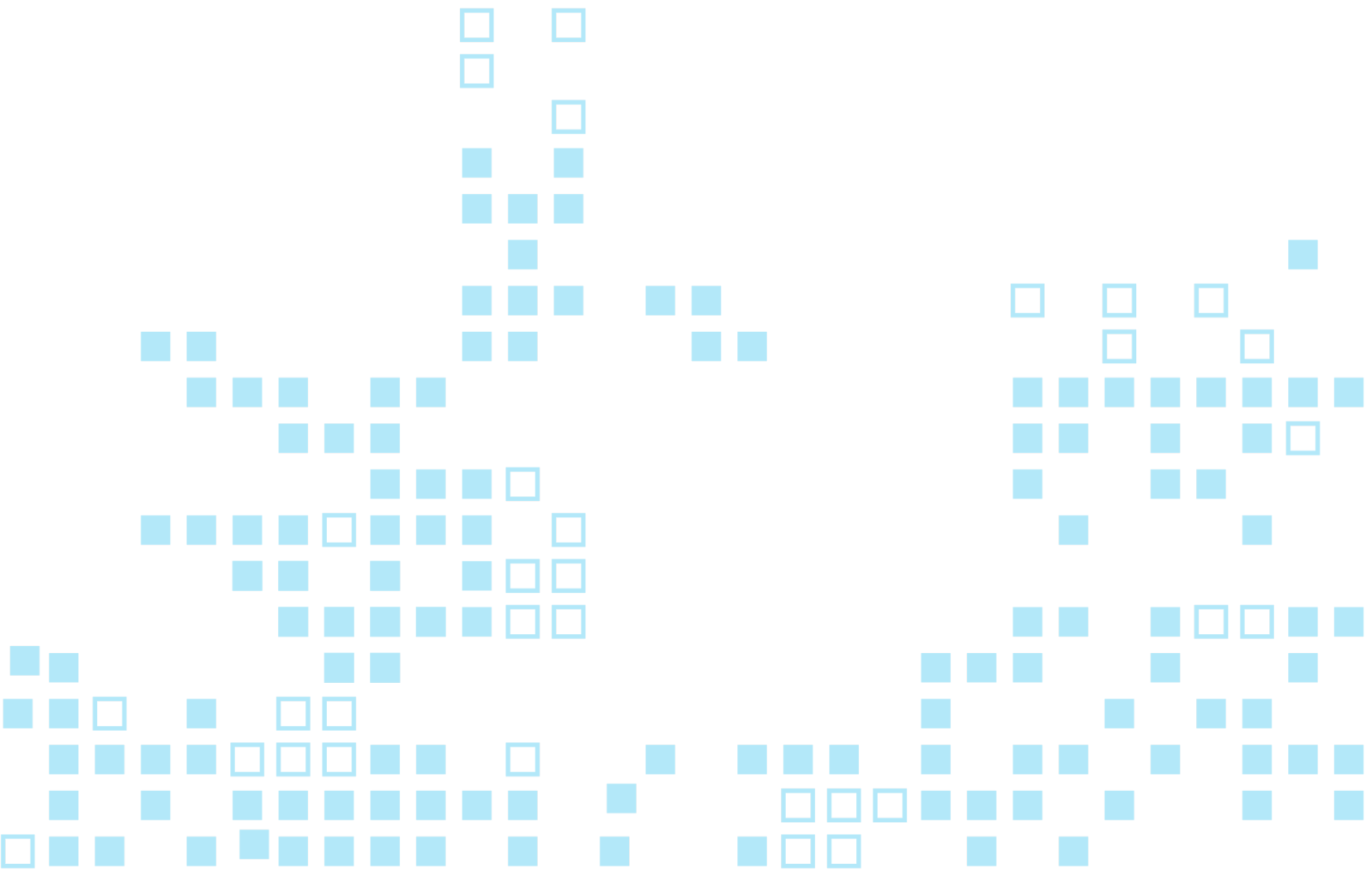




CODE OF ETHICS

This code of ethics is a set of principles or values that guide the actions of the organization and its members. The purpose of adopting this code is to provide the Board, employees, volunteers and members with guidelines for ethical behavior and decision-making.



Code of Ethics for CONNECT INTERNATIONAL

I. Personal and Professional Integrity

All staff, board members and volunteers of the Members act with honesty, integrity and transparency in all their dealings with each other and as representatives of the organization. The organization promotes a working environment that values respect, fairness, integrity, and collaboration.

II. Support of Aim & Activities

All Members' activities should be compliant with the Organization's Aim and Activities, as they are defined in article 3 of the constitution of CONNECT International.

By acquiring any form of membership in the network or by taking part in any of the organization's activities, members and/or participants are obliged to engage in democratic, inclusive and participatory processes, as core values of CONNECT's work.

III. Governance and Accountability

All Members (physical persons or legal entities) are obliged to:

- show reasonable care, good faith, punctuality, loyalty, and due diligence in organizational affairs.
- put their full effort so that any conflicts of interest or the appearance thereof are avoided or appropriately managed for the protection and benefit of the organization;
- conduct all transactions and dealings with integrity and honesty;
- ensure that working relationships with board members, staff, volunteers, and program beneficiaries are based on mutual respect, fairness and openness;
- not disclose any sensitive information concerning internal affairs, discussions and decisions of the Organization.
- not proceed in any action or behavior that might in any way harm the integrity or be detrimental to the public image of the network or its allied parties, especially –but not exclusively- of members, project partners and donors.

IV. Legal Compliance

CONNECT International is knowledgeable of and complies with all applicable laws, regulations and international conventions. All members are equally responsible to comply with the aforementioned legal framework and abstain from any violation or action that might cause pecuniary and non-pecuniary damages to the network, the member organizations, any individual participating in the network's work and activities or any third parties.

V. Financial Stewardship

All members are obliged to manage their funds responsibly and prudently, especially those for which CONNECT International or other member organizations are liable for. In the same spirit, Board members are obligated to manage and monitor the managing of CONNECT's funds in a lawful way and always according to the organization's scope of work as defined in the Statute or any additional internal or external Agreements.

VI. Transparency and Disclosure

The organization provides comprehensive and timely information to the public and all stakeholders and is responsive in a timely manner to reasonable requests for information. All information about the organization will fully and honestly reflect the policies and practices of the organization.

VII. Program Evaluation

The organization regularly reviews program effectiveness and pursues the incorporation of lessons learned into future programs. The organization is committed to improving program and organizational effectiveness and to learning from its activities in the field. The organization is responsive to changes in its field of activity and is responsive to the needs of its constituencies.

VIII. Diversity and Respect

CONNECT International has a policy of strongly respecting the cultural, religious, political and social background of its staff, board and volunteers in order to ensure inclusivity and enrich its programmatic effectiveness. The organization looks to the prevention and confrontation of all forms of discrimination throughout its hiring, retention, promotion, board recruitment and constituencies.

IX. Incidents of non-compliance

All of the above-mentioned principles are considered equally valid and important. In case of any breach by any member and to any extent, or in case of any conflict arising due to such breach, CONNECT reserves the right to terminate the membership of the non-compliant member with reasonable cause, following the decision-making procedures defined in the official Statute, as well as any related clauses included in any additional internal document or Agreement that might be binding for the conflicted parties.