Charity Organization «Charity Fund named after Avhustyn Voloshyn»

Code of Ethics and Conduct

Approved

by decision of the Board of the Fund

Minutes No. 2 of 7 September 2026

English translation · the Ukrainian original prevails

Uzhhorod · voloshynfund.com · EDRPOU code 46220592

APPROVED
by Decision of the Board of
the Charity Organization «Charity Fund named after Avhustyn Voloshyn»
Minutes No. 2 of 7 September 2026

Charity Organization «Charity Fund named after Avhustyn Voloshyn»

CODE OF ETHICS AND CONDUCT

1. General Provisions

1.1. The Code of Ethics and Conduct (hereinafter — the Code) defines the system of values, ethical principles and standards of conduct observed by all persons acting on behalf of the Charity Organization «Charity Fund named after Avhustyn Voloshyn» (hereinafter — the Fund) in their relations with one another, with beneficiaries, donors, partners and society.

1.2. The Code applies to members of the governing bodies, employees, volunteers and consultants of the Fund and is binding regardless of the position held.

2. Core Values of the Fund

— Integrity — honesty, consistency and responsibility in all actions on behalf of the Fund;

— Transparency — openness of information about the activities, finances and results of the Fund towards donors, beneficiaries and society;

— Respect for human dignity — non-discriminatory, respectful treatment of beneficiaries, colleagues and partners regardless of sex, age, ethnic origin, religion, state of health or other characteristics;

— Accountability — readiness to take responsibility for one's decisions and actions before the Fund, donors and beneficiaries;

— Professionalism — conscientious performance of duties, continuous professional development and a focus on the best result for the Fund's beneficiaries.

3. Standards of Conduct

3.1. In professional relations:

1) perform duties conscientiously, within the powers granted, guided by the interests of the Fund and its statutory purposes;

2) avoid actions that may damage the reputation of the Fund, whether carried out in the course of official duties or outside them;

3) disclose conflicts of interest in good time in accordance with the Regulations on Conflict of Interest;
4) not use one's position, the property or the resources of the Fund for personal purposes.

3.2. In relations with beneficiaries:

5) treat beneficiaries with respect, without discrimination and without demanding any reward for the assistance provided;
6) ensure the confidentiality of the personal data and personal circumstances of beneficiaries;
7) observe higher standards of conduct when working with children and vulnerable persons in accordance with the Beneficiary Safety and Protection Policy — any psychological, physical or sexual violence, exploitation or abuse of a beneficiary's trust is prohibited.

3.3. In financial and contractual relations:

8) not offer, demand or receive unofficial payments or other benefits (in accordance with the Anti-Corruption Programme of the Fund);
9) ensure the accuracy of all reports, documents and data prepared on behalf of the Fund;
10) not accept gifts or invitations from counterparties or beneficiaries that may influence, or create the impression of influencing, the objectivity of decisions (except for token courtesies of insignificant value accepted in business practice).

4. Breaches of the Code

4.1. Breaches of the provisions of this Code shall be reported in the manner set out in the Whistleblower Protection Policy and are considered in accordance with the internal procedures of the Fund.

4.2. Depending on the seriousness of the breach, disciplinary measures may be applied to the person, including termination of the employment or volunteer agreement, and, where there are signs of a criminal offence, the matter is referred to law enforcement authorities.

5. Final Provisions

5.1. Each person to whom this Code applies familiarises themselves with its content against signature before beginning to perform duties on behalf of the Fund.

5.2. The Code is approved by the Board of the Fund and reviewed at least once every two years.

Charity Organization «Charity Fund named after Avhustyn Voloshyn»:

Chair of the Board _____ / V.A. Moskov /

7 September 2026



Signature and seal are reproduced from the original document in Ukrainian.