



Approved by

Director of Charity Foundation
Source of Revival
Serhii Zhuk
January 19, 2026

**CODE OF ETHICS AND BUSINESS CONDUCT
CHARITY FOUNDATION SOURCE OF REVIVAL
(CFSR)**

1. Preamble and Legal Framework

This Code of Ethics and Business Conduct (hereinafter – the “Code”) is a fundamental regulatory document that defines ethical norms, principles of conduct, and standards of interaction for all employees, volunteers, consultants, partners, contractors, and other affiliated individuals representing the CHARITY FOUNDATION SOURCE OF REVIVAL (hereinafter – the “Foundation”).

The Code is based on international and national legal standards, including:

- Secretary-General’s Bulletin ST/SGB/2003/13 “Special measures for protection from sexual exploitation and sexual abuse”;
- Secretary-General’s Bulletin ST/SGB/2019/8 on discrimination, harassment, sexual harassment, and abuse of authority;
- IASC PSEA Strategy (2022–2026), IASC PSEA Core Principles, and other relevant IASC recommendations;
- OECD DAC SEAH Policy & Toolkit (2024);
- National legislation of Ukraine, including provisions on child protection, prevention of domestic violence, anti-corruption measures, and labor law regulations.

The Foundation monitors international updates, including the revision process of ST/SGB/2003/13, and will update the Code as new official regulations emerge.

All new employees, volunteers, and affiliated individuals are required to familiarize themselves with the Code and comply with its provisions.

2. Values and Ethical Principles of the Foundation

The activities of the Foundation are based on the following principles:

Humanity – respect for human dignity, life, and safety.

Non-discrimination – equality for all regardless of gender, age, race, religion, political beliefs, disability, sexual orientation, or social and economic status.

Transparency and Accountability – responsible and honest use of resources.

Professional Integrity – honesty, impartiality, and objectivity.

Respect and Dignity – ethical behavior and constructive communication.

Protection of Beneficiaries – prioritizing the safety and well-being of individuals and communities.

3. Duties of Employees, Volunteers, and Affiliated Individuals

3.1. All representatives of the Foundation are required to:

- act honestly, professionally, responsibly, and transparently;
- comply with the legislation of Ukraine, this Code, and all internal policies of the Foundation;
- ensure the safety of people and communities and avoid causing harm through action or inaction;
- use the Foundation’s resources solely for work-related purposes;
- protect confidentiality and personal data;
- avoid conflicts of interest and report them promptly;
- cooperate in internal investigations of violations.

3.2. Each employee, volunteer, consultant, or contractor must provide a signed self-declaration (Annex 1 to the Human Resource Management Policy) prior to assuming their duties, confirming the absence of any instances of sexual exploitation and abuse (SEA), corruption, fraud, or breaches of ethical conduct, as well as their agreement to comply with this Code.

4. Protection of People, Communities, and Beneficiaries

The Foundation is committed to ensuring the safety of all individuals with whom it works.

4.1. General Principle “Do No Harm”

No actions by employees or volunteers should cause harm to beneficiaries, communities, or colleagues.

4.2. PSEA (Protection from Sexual Exploitation and Abuse)

The Foundation strictly prohibits:

- sexual relations with children;
- sexual exploitation or abuse of beneficiaries;
- using provided goods/services in exchange for sexual acts;
- any form of sexual harassment, regardless of context or mutual consent.

These standards are based on ST/SGB/2003/13, IASC PSEA documents, and the internal “PSEA Policy.”

4.3. Child Protection

The Foundation adheres to Child Safeguarding principles and prohibits:

- physical, sexual, or psychological abuse;
- neglect of children’s needs;
- creating unsafe working or activity conditions.

This is governed by the Foundation’s “Child Protection Policy.”

4.4. Gender-Based Violence (GBV)

The Foundation prohibits any form of gender-based violence and acts in accordance with:

- the “GBV Policy”;
- IASC GBV international standards.

5. Prohibition of Harassment, Discrimination, Violence, and Toxic Behavior

The Foundation prohibits:

- sexual harassment;
- bullying, mobbing, psychological pressure;
- inappropriate jokes, insinuations, or insults;
- discrimination on any grounds;
- threats or intimidation.

This aligns with ST/SGB/2019/8, the “Harassment and Staff Protection Policy,” the “Gender Policy,” and the Labor Legislation of Ukraine.

6. Anti-Corruption and Fraud Prevention

Strictly prohibited are:

- giving or receiving bribes;
- embezzlement or misuse of resources;
- document falsification;
- concealment of information with financial impact.

The Foundation acts in accordance with the “Anti-Fraud and Anti-Corruption Policy.”

7. Conflict of Interest

Employees and volunteers must:

- avoid situations where personal interests may influence professional decisions;
- report any potential or actual conflicts of interest to management;
- refrain from participating in decision-making that may result in personal gain.

8. Professional Conduct

Employees and volunteers must:

- maintain respectful and professional communication;
- avoid aggression, rudeness, or manipulation;
- respect individuals’ privacy;
- support a safe working environment.

9. Communication, Information, and Confidentiality

9.1. Confidentiality

It is prohibited to:

- disclose personal data;
- share information with third parties without permission;
- publish photos/videos of beneficiaries without written consent.

9.2. Social Media

Employees and volunteers are prohibited from:

- posting discriminatory or offensive content;
- sharing official information;
- publishing photos/data of beneficiaries without proper permissions.

10. Duty to Report Violations

Every employee, volunteer, or partner must report:

- sexual exploitation or abuse;
- child abuse;
- corruption and fraud;
- harassment;
- violations of this Code.
- Reports may be:
 - open;
 - confidential;

- anonymous.

The Foundation guarantees protection for whistleblowers.

The reporting mechanism is described in the relevant policies (PSEA, Child Safeguarding, Anti-Corruption Policy, etc.).

11. Investigation of Violations and Disciplinary Measures

Upon receiving a report, the Foundation:

registers the incident;

conducts a risk assessment;

initiates an investigation in accordance with the relevant policy;

applies disciplinary measures, including:

warning;

suspension;

contract termination;

notification of competent authorities.

All resolution procedures are carried out by the organization's management according to the relevant policies.

12. Training and Familiarization

All employees and volunteers undergo:

- an introductory briefing;
- annual training on PSEA, Child Protection, GBV, and Anti-Corruption;
- additional training as needed.

Familiarization with this Code is mandatory for all individuals involved in the activities of the Foundation, including employees, volunteers, consultants, contractors, service and goods providers, as well as other affiliated persons.

Signing the acknowledgment form (see Appendix 1) is an integral part of the process of entering into an agreement with the Foundation.

Signing this Code confirms understanding and acceptance of its provisions.

13. Final Provisions

The Code is reviewed at least every three years or in case of changes in legislation or international standards.

Amendments are approved by the Foundation's management.

Appendix 1. Acknowledgment and Commitment Form to the Code of Ethics and Business Conduct

I, _____,
(full name)

Position / status in the organization: _____,
(e.g. employee, volunteer, consultant, service provider, etc.)

hereby confirm that I have read and understood the **Code of Ethics and Business Conduct** of the **Charitable Foundation Source of Revival (CFSR)**.

I further confirm that:

- I have carefully read the contents of the Code;
- I understand all stated principles, rules, and expectations;
- I commit to complying with the Code throughout my engagement with the Foundation, regardless of the form of cooperation.

I am aware that violations of this Code may result in disciplinary or contractual consequences in accordance with applicable law and the Foundation's internal policies.

« ____ » _____ 202

(signature)