

Star for Life Ukraine Foundation (SFLUA) Code of Ethics

1. Introduction

At Star for Life Ukraine (SFLUA), we believe that ethical behavior is the cornerstone of meaningful social impact. As an organization dedicated to the empowerment of youth through education, we hold ourselves to the highest standards of integrity, professionalism, inclusivity, and accountability. This Code of Ethics outlines the principles and expectations that guide the conduct of our employees, volunteers, partners, board members, and all those acting on behalf of the Foundation.

2. Purpose

The purpose of this Code is to:

- Promote a culture of honesty, responsibility, and mutual respect;
- Ensure alignment with our vision, mission, and values;
- Provide a framework for ethical decision-making;
- Protect the dignity, rights, and well-being of children and communities we serve;
- Strengthen public and donor trust in our operations.

3. Core Values and Ethical Principles

a) Integrity

We are honest, consistent, and transparent in our actions. We avoid deception, favoritism, and conflicts of interest.

b) Accountability

We take responsibility for our decisions and actions, use resources efficiently, and are answerable to our stakeholders.

c) Respect

We treat all people with dignity, regardless of gender, age, religion, ethnicity, ability, political opinion, sexual orientation, or background.

d) Inclusivity

We celebrate diversity and work to remove barriers that limit participation and access to opportunity.

e) Professionalism

We uphold high standards of behavior, communication, and confidentiality in all roles and relationships.

f) Commitment to Children

We prioritize the safety, rights, and holistic development of children in all we do, with zero tolerance for exploitation or abuse.

4. Expectations of Conduct

All individuals acting on behalf of SFLUA are expected to:

- Act honestly and in the best interests of the Foundation and its mission;
- Respect the rights, beliefs, and cultural values of others;
- Avoid all forms of corruption, fraud, or abuse of power;
- Protect confidential information and respect privacy;
- Declare any actual or potential conflicts of interest;
- Avoid behavior that could damage the reputation of SFLUA;
- Report violations of this Code or of SFLUA's Anti-Corruption Policy.

5. Conflict of Interest

Individuals must disclose any personal, professional, or financial interest that could influence or appear to influence their decision-making on behalf of SFLUA. Annual declarations are required from all staff, board members, and contractors.

6. Safeguarding and Non-Discrimination

SFLUA is committed to the highest safeguarding standards. Discrimination, harassment, bullying, and abuse of any kind are prohibited. Anyone who witnesses or experiences such behavior is encouraged to report it immediately.

7. Compliance with Laws and Policies

All SFLUA-affiliated individuals must comply with:

- National laws and international human rights standards;

- SFLUA’s internal policies and procedures, including those on anti-corruption, safeguarding, data protection, and procurement.

These policies are available through SFLUA’s internal drive/website or upon request from supervisor or the compliance contact.

8. Reporting and Whistleblowing

SFLUA encourages staff, volunteers, and partners to speak up about unethical behavior or policy violations. Reports can be submitted confidentially to:

- team@starforlife.org.ua (received by senior management and Board Chair)
- Or externally via legals@sigma.software (legal focal point)

Reports will be investigated promptly and sensitively. Retaliation against whistleblowers is strictly prohibited.

Reports will be investigated by the Compliance Committee or referred to our legal advisor when appropriate.

All reports are recorded in a confidential and access-restricted system. Personal data is protected in accordance with applicable data protection laws.

9. Breaches and Sanctions

Violations of this Code may result in disciplinary action, including warnings, termination of contract, dismissal, or legal referral, depending on the severity of the breach.

10. Commitment and Acknowledgment

All SFLUA employees, board members, volunteers, and contractors must read, understand, and sign this Code of Ethics as a condition of engagement.

Approved by: Denys Volovyk/Dennis Wolowyk, ED, SFLUA

Effective from: March, 2023

Next Review: May, 2026