



Code of Conduct and Ethical Guidelines

Charitable Organization "Charitable Foundation Power in UA"

Effective April 2025

1. Purpose and Scope

This Code of Conduct outlines the ethical principles and expected behavior of all staff, volunteers, contractors, and partners affiliated with Power in UA. It ensures compliance with national and international standards, including Norad's requirements to prevent sexual exploitation, abuse, and harassment (SEAH). It applies to all individuals working with or representing Power in UA, both in Ukraine and abroad.

2. Core Ethical Principles

- Integrity: Act with honesty, transparency, and fairness at all times.
- Respect: Uphold dignity and human rights in all interactions.
- Accountability: Accept responsibility for actions and decisions.
- Non-discrimination: Promote inclusivity regardless of gender, ethnicity, religion, disability, age, sexual orientation, or political affiliation.
- Zero Tolerance for SEAH: Commit to preventing and responding to all forms of sexual exploitation, abuse, and harassment.

3. SEAH-Specific Standards

Power in UA adopts a zero-tolerance policy for sexual exploitation, abuse, and harassment. All staff and representatives are strictly prohibited from:

- Engaging in any form of SEAH.
- Exchanging money, employment, goods, or services for sex, including sexual favors or exploitative relationships.
- Engaging in sexual activities with individuals under the age of 18, regardless of local laws.
- Failing to report any concerns or incidents related to SEAH.

4. Prevention and Awareness Measures

- Mandatory Training: All staff and volunteers must complete SEAH and safeguarding training annually.
- Clear Communication: SEAH principles are included in onboarding materials and displayed at all project sites.
- Partner Compliance: All third-party contractors and partners must agree in writing to adhere to these standards.

5. Reporting and Complaints Mechanism

Power in UA maintains a confidential and safe reporting environment:

- Reports can be submitted anonymously via hr@powerinua.com
- Reports are reviewed within 5 working days by the designated Safeguarding Focal Point.

- Retaliation against whistleblowers is strictly prohibited.

6. Investigation and Response Protocol

- All reports are assessed impartially and documented.
- Investigations are conducted promptly, with due regard for confidentiality and the rights of all parties.
- Disciplinary measures may include termination, legal referral, or partner contract cancellation.

7. Monitoring and Review

- This Code of Conduct is reviewed annually and after any SEAH incident.
- Regular internal audits include a safeguarding component.
- Feedback from community members is integrated to ensure local sensitivity and relevance.

8. Declaration

All individuals working with Power in UA must sign this Code of Conduct and confirm their understanding and acceptance of its principles.

Signed,

Vlas Shurubko

Director, Power in UA

Date: April 1st 2025