



CITIZENS IN POWER

Ethics Strategy.

1. Purpose

The purpose of an ethics strategy is to outline an organization's commitment to conducting its business in an ethical and responsible manner. It serves as a framework for guiding decision-making processes and actions within the organization, ensuring that ethical considerations are integrated into every aspect of its operations.

2. Methodology

2.1 Setting Ethical Standards

The ethical standards of the organization are distinctly outlined based on the company's core values and regulations. Both organization's practices and outreach activities are always aligned with organization's vision, mission, and values which aim to benefit the wider society.

2.1.1 Employees' recruitment

We consider very important the selection of our employees and we conduct thorough background checks, including criminal record checks and reference checks, to verify the integrity and ethical conduct of potential employees.

2.1.2 Partners/Collaborators

In the pursuit of our project goals, the selection of partners and collaborators is a decision of paramount importance. We recognize that the ethical integrity of our partners directly influences the success and impact of our endeavors. By partnering with organizations and individuals who share our commitment to integrity, transparency, and social responsibility, we ensure that our projects are implemented with the highest ethical standards upheld at every stage. This diligent selection process

not only safeguards our reputation but also enhances the effectiveness and sustainability of our efforts, ultimately leading to positive and meaningful outcomes for the communities we serve.

2.2. Building Ethical Awareness

Through visible policies, we aim to raise ethical awareness and promote ethical behavior. Some of the policies in place are GDPR-Privacy Notice, Child Protection Policy, and Gender Equality Plan. Furthermore, a Code of Conduct policy handbook has been created that outlines expected behaviors and ethical standards for all employees.

2.3 Implementation of projects with a positive impact on the society

By implementing projects that have a positive impact on the community, we contribute to social progress and we try to make a meaningful difference in the world. We adopt a strategic approach to project implementation to maximize our impact, build stronger communities, and create a better future for all. Through collaboration, innovation, and commitment to our core values, we try to drive positive change.

2.3.1. Main points promoted through the projects' topics

- Focus on disadvantaged populations as well as marginalized social groups
- Inclusion of people with disabilities
- Sustainability and preservation of the natural environment
- Innovative and alternative teaching methods through technology and sustainable methods
- Promotion of Entrepreneurship, especially for groups with limited opportunities

2.3.2 Other initiatives

- Komposto Initiative: Promoting the integration of composting in schools
- Organized blood donations
- Participation in clean-up & volunteering campaign

3. Strategic Objectives

- Use of an evidence-based approach to optimize the effectiveness of education and outreach endeavors and proposals regarding standards, policies, and procedures, as well as matters concerning ethics and professionalism. This encompasses, among other things, implementing measures to enhance transparency and disclosure to manage conflicts of interest and mitigate other ethical risks.
- Incorporating values, ethics, standards of conduct, and compliance into daily operations in a practical and pertinent way, utilizing professional knowledge, skills, and expertise. All

departments share responsibility for embedding values, principles, and standards across the entire organization's continuous improvement process.

- Empower employees to uphold the organization's values, principles, and standards by identifying and resolving ethical issues as part of their regular duties, through enhanced knowledge and skill development.