



FXB INTERNATIONAL ETHICS CHARTER

Preamble

Founded in 1989, FXB International is a non-profit non-governmental development organization that fights against extreme poverty and social injustice. Our ambition is to eradicate extreme poverty by 2030 in accordance with the Sustainable Development Goals (SDGs).

Our enduring value is to have a reputation for integrity, fairness and honesty that all stakeholders can trust. This Ethics Charter therefore sets forth the values, behavioral standards, donation policy, and internal control procedures that must be followed by all FXB employees.

A Protection Policy against Abuse of Power (PPAP), reference document on the subject, complements the Ethics Charter. The PPAP aims to detect abuse of power and mistreatment, to function as an early warning system and to identify structural dysfunctions

1. Ethical Values

- The FXB staff impartially assist communities in situations of extreme poverty, belligerence or victims of natural disasters, without any discrimination regarding ethnicity, gender, religious, philosophical or political beliefs.
- FXB employees work with the firm belief that in order to reach sustainable and dignified development, men and women have equal rights.
- As part of their everyday work, the staff rely on and apply:
 - The Convention on the Rights of the Child: the most widely ratified human rights treaty in history which documents the rights of children
 - The Sustainable Development Goals (SDG)
- The staff undertake to act, in all circumstances, in the interest of FXB and its beneficiaries without allowing themselves to be influenced by personal considerations or relationship. They endeavor to maintain complete independence from all political, economic or religious powers
- Any member of staff in situation involving a conflict of interest, or perceived as such, between their own interests and those of FXB or its beneficiaries, undertake to inform the Management of this situation in writing, and the Management will refer the matter to the Committee.
- The staff undertake to comply with the standards and restrictions imposed by the laws, rules and regulations applicable in all countries where FXB is involved.
- As corruption is a major obstacle to development, the FXB staff consider that combating corruption is an essential part of their work and refrain from any unlawful act or which can be directly or indirectly construed as corruption.

2. Behavioral Norms

Behavioral norms (being exemplary) and the types of abuse of power (zero tolerance to sexual exploitation, abuse and harassment *PSEAH*, Child protection or Fighting corruption) as well as complaint mechanisms are described in details in our Protection Policy against Abuse of Power (PPAP).

3. Donation Policy

To successfully fulfil its mission, FXB must diversify its sources of funding and, to retain its independence, must maintain an appropriate balance between public and private financing.

Public financing can come from sources such as local authorities, governments, European or international funds. Private financing comes from the generosity of the general public, Endowments, Foundations and Business Foundations, major private donors or fundraising events.

FXB declines any funding which could compromise its goals or donations subject to conditions which could compromise its integrity. It refuses funds originating from child labor, drugs, arms trade or funds originating from criminal and illegal activities.

The funds entrusted to us are used in a cost-conscious manner and are subject to stringent internal and external controls. Our accounts are audited every year by an official auditing body and published with full transparency in our annual report.

FXB also complies with the "earmarked donation" policy, which means it allocates the funds exclusively to the program selected by the donor. In addition, as part of major partnerships, FXB undertakes to return to the donor the funds which have not been spent against the budget presented and within the contractual time frame, unless the donor agrees to the balance being allocated to another program or specific activity such as an external program impact evaluation.

Each donation must make sense. To ensure accountability, both to the people we serve and to the donors and sponsors who give us the means to implement our projects, we use relevant monitoring and evaluation processes to ensure that our actions achieve the best results with the most prudent spending.

4. Internal Control System (ICS)

FXB uses an internal control system that aims to ensure good governance by establishing the key processes by which leaders and decision-makers can ensure that the available resources are used effectively, efficiently and sparingly, to achieve its strategic objectives and mission.

This document is based on the standards established by ZEW01, Swiss GAAP RPC 212 and the Statutes of the Association

FXB also has a set of texts, regulations and detailed procedures that ensure its proper functioning.



FXB is certified by the Swiss Label ZEW0. The ZEW0 certification attests that the donations received have been used in an appropriate, economical and efficient manner; transparent information and meaningful annual accounts; independent and appropriate control structures; and sincere communication and fair fundraising.