

ETHICS CHARTER

**A world where everyone has a chance
not just to survive but to thrive**

FXB International (FXB) is a non-governmental organization striving to combat extreme poverty throughout the world since 1989. Present in 13 countries with a team of 450, its mission is to provide the poorest of the poor families with the tools and support they need to become self-sufficient and give their children a future.

- The FXB staff impartially assist communities in situations of extreme poverty, belligerence and the victims of natural disasters, without any discrimination regarding race, gender, religious, philosophical or political beliefs. They firmly believe that, in order to achieve sustainable and dignified development, women and men must have equal rights.
- As part of their everyday work, the staff implement:
 - ◇ the Convention on the Rights of the Child: the most widely ratified human rights treaty in history which documents the rights of children.
 - ◇ the Millennium Development Goals (MDG)
 - ◇ the new Sustainable Development Objectives (SDO) (post 2015).
- 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 relationships. They endeavour to maintain complete independence from all political, economic or religious powers.
- Any member of staff in a situation involving a conflict of interest, or perceived as such, between their own interests and those of FXB or its beneficiaries, undertakes to inform the Management of this situation in writing, and the Management will refer the matter to the Board.
- 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.
- According to Transparency International, corruption is "the abuse of a position of trust in management, economy or politics, to obtain a tangible or intangible advantage for oneself or a third party". 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.

Donations 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 and Foundations created by businesses, 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 labour, 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. In 2014, 89% of the funds were allocated to our international programmes. 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 programme 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 programme or specific activity such as an external programme impact evaluation.

FXB strives for maximum effectiveness and systematically assesses the impact of its projects via a Monitoring and Evaluation (M&E) system. Its programmes include specific success indicators according to the context, while regular field visits are made for assessment purposes. Quarterly reports, featuring details on the achievements and progress of each programme, complete the process and can help realign the project if required.

Every donation must make sense and contribute to sustainably getting families out of extreme poverty situations.

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