



PARA TI GLOBAL

GENERAL POLICY ORDERED BY BOARD OF DIRECTORS CODE OF CONDUCT AND ETHICS POLICY

Introduction

Para Ti Global is committed to maintaining the highest standards of integrity, transparency, and ethical behavior in all our activities. We believe that ethical conduct is essential to our success as a nonprofit organization and to the trust and support of our stakeholders. This Code of Conduct and Ethics Policy outlines our expectations for all employees, volunteers, partners, and stakeholders to uphold these standards.

Core Values

Para Ti Global's core values guide our behavior and decision-making. These values are:

1. Respect - We treat all individuals with respect, dignity, and compassion.
2. Accountability - We are accountable for our actions and decisions and take responsibility for their consequences.
3. Transparency - We are transparent in our operations, decision-making processes, and communication.
4. Integrity - We act with honesty, fairness, and ethical principles in all our activities.
5. Collaboration - We value collaboration and teamwork in achieving our mission.

Compliance with Laws and Regulations

Para Ti Global is committed to complying with all applicable laws and regulations in the countries where we operate. We expect all employees, volunteers, partners, and associates to comply with these laws and regulations as well.

Conflicts of Interest

Para Ti Global employees, volunteers, and board members must avoid conflicts of interest that could compromise their objectivity, loyalty, or independence. We expect everyone to disclose any potential conflicts of interest and to avoid any actual or perceived conflicts of interest. Para Ti Global employees, volunteers, and board members must follow the Conflicts of Interest Policy.



Financial Integrity

Para Ti Global is committed to the responsible stewardship of the resources entrusted to us. We expect all employees, volunteers, partners, and stakeholders to act with the utmost integrity when handling financial matters, including the use of funds, the management of budgets, and the reporting of financial information.

Protection of Personal Information

Para Ti Global is committed to protecting the privacy and personal information of our employees, volunteers, donors, partners, and other stakeholders. We expect everyone to comply with all applicable laws and regulations related to the protection of personal information.

Non-Discrimination and Harassment

Para Ti Global is committed to providing a work environment free from discrimination and harassment. We expect everyone to treat each other with respect and dignity, regardless of race, ethnicity, gender, age, sexual orientation, religion, or any other characteristic protected by law.

Reporting Violations

Para Ti Global encourages all employees, volunteers, and stakeholders to report any suspected or actual violations of this Code of Conduct and Ethics Policy. We will investigate all reports and take appropriate action to address any violations.

Conclusion

Para Ti Global is committed to upholding the highest standards of integrity, transparency, and ethical behavior in all our activities. We expect everyone to embrace these values and to uphold the principles outlined in this Code of Conduct and Ethics Policy. By doing so, we can build a culture of trust, respect, and accountability that supports our mission and the communities we serve.



This policy was adopted by unanimous vote of the Para Ti Global board of directors.

Witness our corporate seal this 8th day of April, 2023.

