

CODE OF ETHICS**AT THE FOUNDATION FOR WOMEN AND FAMILY PLANNING**

- I. The Foundation for Women and Family Planning FEDERA (hereinafter referred to as: 'Foundation') is a non-governmental organization dedicated to advocating for reproductive justice. FEDERA works to uphold fundamental human rights, particularly the right of women to decide whether and when to have children.
- II. In carrying out our activities, we expect ourselves, as well as our employees, legal representatives, and individuals collaborating with the Foundation (hereinafter referred to as 'Foundation's personnel') to follow the highest ethical standards and act according to the highest levels of professionalism.
- III. This Code of Ethics is to inform the Foundation's personnel of the ethical standards followed by the Foundation and to ensure that all decisions made in the course of the Foundation's activities will meet these standards.
- IV. The Foundation's ethical standards are as follows:
 1. The Foundation conducts its activities in compliance with the law.
 2. The Foundation is committed to the principles of reliability, transparency, and cost-effectiveness, particularly avoiding fraud, corruption, and waste of funds.
 3. The Foundation protects individuals who come into contact with the Foundation against harm from the Foundation's personnel, particularly against sexual harassment and abuse, sexual violence, and child abuse.
 4. The Foundation provides support in accordance with the scope of its activity, while demonstrating respect, empathy, and

professionalism. The Foundation does not discriminate against beneficiaries of its support, in particular on the grounds of their ethnicity, political views, skin color, religion, sexual orientation, education, material and social status.

5. The Foundation respects the rights of the Foundation's personnel, which includes in particular the implementation of employees' rights, ensuring fair employment conditions, as well as fostering a safe and inclusive organizational culture.
- V. The Foundation requires the Foundation's personnel to respect and implement the abovementioned principles and values.
- VI. Any violation of the Code of Ethics may result in a refusal to establish collaboration or a termination of collaboration with the Foundation.
- VII. The Code of Ethics will be published on the Foundation's website.
- VIII. The Code of Ethics enters into force within two weeks from the date of informing the Foundation's employees about its content.