



United Way
the Netherlands

STATEMENT OF VALUES AND CODE OF CONDUCT 2023

As a philanthropic and program implementation coordinating body, United Way The Netherlands supports community transformation with public/donor funds and knowledge of diversified institutions. Hence, it would like to earn the trust of a chain of actors, such as donors, target beneficiaries and partners in every day and in all possible ways. To this effect, it operates under the statement of core values and code of conducts.

This code of conduct is prepared with the involvement of the board, volunteers and prospective partners. Everyone in the organization will adopt, adhere and demonstrate ongoing commitment to the core values and code of conducts.

OUR STATEMENT OF VALUES

Our code of conduct is built on a foundation of widely shared values. These values are:

- Commitment to the public good;
- Accountability to the public;
- Respect for the worth and dignity of individuals;
- Inclusiveness and social justice;
- Respect for pluralism and diversity;
- Transparency, integrity and honesty;
- Responsible stewardship of resources; and,
- Commitment to excellence and to maintaining the public trust.

Our values inform and guide the actions that UW-NL should take in developing its policies and informing its practices.

OUR CODE OF CONDUCTS

I. PERSONAL AND PROFESSIONAL INTEGRITY

All staff, board members and volunteers of our organization act with honesty, integrity and openness in all their dealings as representatives of the organization. UW-NL promotes a working environment that values respect, fairness and integrity.

II. VISION AND MISSION

UW-NL has a clearly stated Vision and Mission, approved by the board of directors, in pursuit of the public good. All of its programs support that mission and all who work for or on behalf of the organization understand and are loyal to that mission and vision.

III. GOVERNANCE

UW-NL has an active governing body that is responsible for setting the mission and strategic direction and oversight of the finances, operations, and policies of the organization. The governing body:

- Ensures that its board members have the requisite skills and experience to carry out their duties and that all members understand and fulfill their governance duties acting for the benefit of the organization and its public purpose.
- Has a conflict of interest policy that ensures that any conflicts of interest or the appearance thereof are avoided or appropriately managed through disclosure, recusal or other means;

Conflict of interest is common in charities and it is a risk factor for effective decision-making. During financial allocation, prioritization of programs, revealing evaluation outcomes, selection of partnership, and recruiting staffs, decision makers could develop a personal or other interest. This policy then guides the executing body to comply with the legal duties and make appropriate decision in the UW-NL interest. Also, it provides management action to solve the problem as a result.

- Is responsible for the hiring, firing, and regular review of the performance of the chief executive officer, and ensures that the compensation of the chief executive officer is reasonable and appropriate;
- Ensures that the CEO and appropriate staff provide the governing body with timely and comprehensive information so that the governing body can effectively carry out its duties;
- Ensures that the organization conducts all transactions and dealings with integrity and honesty;
- Ensures that the organization promotes working relationships with board members, staff, volunteers, and program beneficiaries that are based on mutual respect, fairness and openness;
- Ensures that the organization is fair and inclusive in its hiring and promotion policies and practices for all board, staff and volunteer positions;
- Ensures that policies of the organization are in writing, clearly articulated and officially adopted; and,

- Ensures that the resources of the organization are responsibly and prudently managed

IV. LEGAL COMPLIANCE

UW-NL is knowledgeable of and complies with all laws, regulations and applicable international conventions.

V. RESPONSIBLE STEWARDSHIP

UW-NL and its subsidiaries manage their funds responsibly and prudently. This should include the following considerations:

- It spends a reasonable percentage of its annual budget on programs in pursuance of its mission;
- It spends an adequate amount on administrative expenses to ensure effective accounting systems, internal controls, competent staff, and other expenditures critical to professional management;
- To solicit funds, it will have reasonable fundraising costs, recognizing the variety of factors that affect fundraising costs;
- It ensures that all spending practices and policies are fair, reasonable and appropriate to fulfill the mission; and,
- All financial reports are factually accurate and complete in all material respects.

VI. OPENNESS AND DISCLOSURE

UW-NL provides comprehensive and timely information to the public, the media, and all stakeholders and is responsive in a timely manner to reasonable requests for information. All information about the UW-NL will fully and honestly reflect its policies and practices. Basic informational data about the organization, such as reviews and compilations, and audited financial statements will be posted on the organization's website or otherwise available to the public. All solicitation materials accurately represent its policies and practices and will reflect the dignity of program beneficiaries. All financial, organizational, and program reports will be complete and accurate in all material respects.

VII. PROGRAM EVALUATION

UW-NL regularly reviews program effectiveness and has mechanisms to incorporate lessons learned into future programs. The organization is committed to improving program and organizational effectiveness and develops mechanisms to promote learning from its activities and the field. UW-NL is responsive to changes in its field of activity and is responsive to the needs of its environment.

VIII. INCLUSIVENESS AND DIVERSITY

In accordance with the relevant provisions of the Dutch Constitution, Dutch criminal and organic laws, European laws, and a host of International Conventions to which the Netherlands has acceded to as well as applicable jurisprudence, all forms of discrimination are prohibited.

United Way the Netherlands confirms full compliance with the letter and spirit of all non-discretionary applicable legal provisions. In addition, it wishes to state the following:

- We acknowledge and honor the fundamental value and dignity of all individuals without regard to race, gender, age, sexuality, ability, religion, national origin, gender identity, and other identities.
- We pledge to create and maintain an environment that respects diverse traditions, heritages, and experiences within our organization and the communities in which we serve.
- We value the visible and invisible qualities that make you who you are.
- We welcome the unique perspective and experience that every person brings to advance our mission and fight for the health, education, and financial stability of every person in our communities.
- We recognize that structural racism, ethnic discrimination, and other forms of oppression have contributed to racial disparities. These disparities existed in the past and persist in the present in our community and across our nation.
- We unequivocally denounce racism and all forms of racial and ethnic discrimination. They undermine the well-being and vitality of our community.
- United Way the Netherlands seeks to dismantle disparities and strives to engage our entire community, especially those whose voices have traditionally been marginalized, in the shared work of fortifying equity and empowerment.

IX. FUNDRAISING

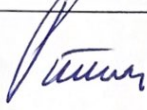
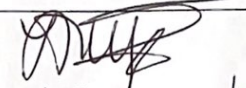
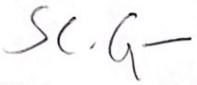
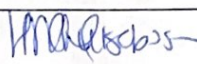
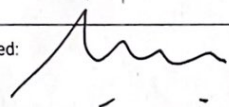
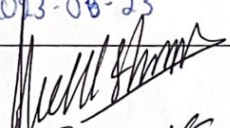
UW-NL raises funds from the public or from donor institutions that are truthful in their solicitation materials. It respects the privacy concerns of individual donors and expends funds consistent with donor intent. It discloses important and relevant information to potential donors.

In raising funds from the public, it will respect the rights of donors, as follows:

- To be informed of the mission of UW-NL, the way the resources will be used and its capacity to use donations effectively for its intended purposes;
- To have access to its most recent financial reports;
- To be assured that information about its donations is handled with respect and with confidentiality to the extent provided by the law;
- To be informed whether those seeking donations are volunteers, employees of the UW-NL or hired solicitors.

Note: This code of conducts is subject to alteration in due course of organizational development and the dynamics in the external environment.

17 June 2023, The Netherlands

Signed:  Print Name: Title: Date:	Signed:  Print Name: J.M. van Karnebeek-Thijssen Title: Treasurer Date: 23/6/2023
Signed:  Print Name: STEVEN VAN GRONINGEN Title: SECRETARY Date: 23/6/2023	Signed:  Print Name: H.M.C. Hulshof Title: Date: 2023-06-23
Signed:  Print Name: V.W. VAN GOGH. Title: BOARDMEMBER Date: June, 28, 2023	Signed:  Print Name: Machiel Selmans Title: Executive Director Date: 28 June 2023