

CODE OF ETHICS

1. OBJECTIVE

This document presents rules of ethics applicable to *anyone involved with Fidesco*: volunteers, employees, council members, partners, sponsors, and beneficiaries of services. All these are aware of, agree with and promote this code. This code is applicable to all associations who sign Fidesco's international charter. It is made available to anyone working in association with Fidesco such as government representatives, suppliers, subcontractors...

2. MISSION STATEMENT

Fidesco is an international Catholic non-governmental organization which sends volunteers on mission to support projects of development, on human, economic, social and spiritual levels, through a cooperation of skills, technical and financial assistance.

Fidesco works in priority with local Church projects in poor countries, but also helps populations and communities in need whatever the place without distinction of religion, ethnic belonging or culture.

3. RESPECT OF THE LAW

Anyone involved with Fidesco is knowledgeable of and complies with laws and regulations of the local organization's country, laws and customs of mission countries as well as applicable international laws and conventions.

4. COMMON VALUES

Anyone involved with Fidesco behaves with honesty, integrity and sincerity in all their professional and personal relationships.

Fidesco encourages an environment which respects and develops the following:

- commitment towards common good and well-being of all people
- responsibility
- respect of each person's value and dignity
- promotion of equal opportunity
- integration, non-discrimination and social justice
- respect of cultural, religious and social culture
- openness, integrity and honesty
- good management and use of resources
- commitment to maintain professionalism

5. RESPONSIBLE STEWARDSHIP

Fidesco controls its funds with responsibility and caution taking into consideration the following:

- Fidesco prepares a budget to distribute funds to maintain its mission work and control its spending.
- Fidesco ensures reasonable spending especially for general expenses such as salaries and fundraising.
- Fidesco commits to a regular evaluation of mission actions and efficiency and will reorientate itself according to emerging needs.

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- Fidesco commits to communicate in truth and sincerity about its actions and programs. Information is available through its website. Fidesco provides its sponsors and partners with complete and accurate information in all material.
- Fidesco replies to any reasonable request of information. Any published information reflects entirely and honestly Fidesco's politics.

6. SPONSORS

Fidesco commits itself to using funds according to donor requests. In case of unforeseen need of fund re-orientation a request for approval will be sent to donor.

Fidesco commits to using the entirety of donations received to accomplish its mission.

Fidesco respects confidentiality and will maintain exclusive use of sponsor information for any sponsor who so requires.

Fidesco's accounting is audited and certified once a year by a renowned international accountant.

Fidesco commits to communicating its accounting once a year.

Fidesco commits to communicating its mission standing and evolution at least once a year.

Fidesco commits to providing sponsor companies tools to communicate about their support to Fidesco.

7. GOVERNANCE

Fidesco's missions, strategy, organisation and financial politics are governed by a Council.

This Council ensures:

- all its members are qualified and act for the benefit of the organization and its mission
- good management of conflicts of interest
- the work of the organization's director is regularly supervised and controlled
- salaries are appropriate, human resources are fair and work laws are enforced
- information given to the council is suitable and complete in order for the council to accomplish its duties
- the organization handles its missions with integrity and honesty
- the organization manages its resources responsibly and with caution
- the organizations' rules are clear, written and communicated

8. OTHER DOCUMENTS

This code of ethics is in addition to binding contracts between Fidesco and its partners, volunteers and employees.

9. REFERENCES

This code of ethics is based on recommendations from the charter comity (France) and the original text of « Independent Sector Statement of Values and Code of Ethics » (USA). It complies with values and principles of the Catholic church's social doctrine. This document can be translated but only the French version can be used as lawful reference.