

CODE OF ETHICS AND CONDUCT SUPPORT AND SUSTAIN CHILDREN (SSCH)

In a rapidly changing world, integrity and trust are essential for building and maintaining long-lasting relationships

with all our stakeholders, including beneficiaries, donors, partners, and the wider community. The association Support and Sustain Children (hereinafter referred to as SSCh) is committed to ensuring that all its activities are guided by uncompromising ethical principles.

For this reason, we have decided to implement this Code of Ethics and Conduct.

This document has been created to clearly define the standards of behavior we expect from those who work with and for the Association—whether employees, volunteers, or external collaborators. Our goal is to ensure that every action reflects our core values of integrity, transparency, respect, and accountability.

Through this Code, we aim to prevent any form of inappropriate or unethical behavior, while providing a clear reference on how to approach potentially problematic situations.

The Code of Ethics and Conduct applies to everyone involved in SSCh's operations and activities. It serves as a reminder of the kind of conduct that strengthens our mission and safeguards our integrity. It is a vital tool for guiding everyday decisions in alignment with our core principles, and represents a commitment to ourselves and to those who benefit from or support our work.

By implementing this Code, SSCh pledges to regularly review and update its policies, ensuring they remain relevant and effective in promoting an ethical and transparent environment. In doing so, the Association positions itself as a model of ethical and responsible behavior, contributing positively to society and reinforcing the trust of all who engage with us.

Vision

To create a better future for children by providing food security, medical care, protection, and education—lifting them out of war, all forms of slavery, and ignorance.

Mission

To actively intervene in areas devastated by hunger and conflict, delivering food, medical assistance, education, and essential goods to children, orphans, the elderly, and families in severe hardship.

Values

A humanitarian commitment driven by the generosity and support of donors, enabling us to carry out projects that bring relief to the most vulnerable among the vulnerable. In particular:

- **Integrity:** Acting with honesty and consistency, always respecting the law and human rights.
- **Transparency:** Operating with openness and clarity in our actions and communications.
- **Respect:** Valuing the dignity of every individual, promoting diversity and inclusion.
- **Accountability:** Being responsible to our stakeholders, ensuring the effective and purposeful use of resources.



Support And Sustain Children
Via dei Tulipani 7 Verdellino -BG- Italy
+39 338 9962450
CF: 93047780163
info@supportandsustainchildren.org
www.supportandsustainchildren.org

For more information, please visit our website [[here](#)].

Core Principles

- **Integrity and Confidentiality**

At SSCh, we are committed to maintaining integrity in all our operations. This includes the protection of confidential information obtained in the course of our work, avoiding its misuse for personal gain or the benefit of third parties. We strictly adhere to legal and ethical standards regarding data protection and privacy, ensuring that all members of the organization are properly trained on these critical issues.

- **Fairness and Non-Discrimination**

It is our duty to ensure that all beneficiaries, collaborators, and partners are treated fairly and without discrimination of any kind—whether based on ethnicity, gender, religion, age, or socioeconomic status. Wherever we operate, we promote a work environment that values diversity and inclusion, respecting the dignity and worth of every individual.

Relationships with Donors and Financial Transparency

- **Fund Management**

Transparency in financial management is essential to maintaining the trust of our donors. We are committed to using the funds raised exclusively for the purposes outlined in our statute. We pledge to provide timely updates on the status of investments and to publish the organization's financial statements on our official website under the "Transparency" section, as well as to make them immediately available to anyone upon request.

- **Independence and Integrity**

We maintain firm independence in our operations, ensuring that decisions regarding projects and policies are made without external interference that could deviate from our mission. We refuse any funding or collaboration that might compromise our principles or direct our activities in ways that do not align with our values.

- **Respect for Donors**

We respect the donors' right to be informed about how their contributions are used. We ensure that all donations are utilized in accordance with the donor's intentions and maintain open communication to address any questions or concerns.

- **Ethical Practices in Soliciting and Receiving Donations**

We ensure that all fundraising practices are conducted ethically, avoiding coercive techniques and ensuring that the dignity and autonomy of potential donors are always respected.

Commitment to Beneficiaries

- **Protection and Care**

All individuals acting on behalf of SSCh are required to treat beneficiaries with the utmost respect and consideration. In line with our core values, we work to protect the most vulnerable—especially children, women, and the elderly—from abuse, exploitation, and

neglect. We are committed to creating safe environments where beneficiaries can receive help and support without risk to their safety or well-being.

Reporting and Response

- We provide secure and confidential mechanisms for reporting unethical conduct or violations of the Code. It is essential to us that every report is taken seriously and investigated promptly, with corrective actions implemented to prevent future occurrences.

External Communication and Ethical Use of Images

- **Accuracy and Honesty in Information**
All our external communications—both online and offline—reflect our values of integrity and transparency. We are committed to providing accurate and verified information, avoiding the use of misleading or exaggerated messages.
- **Responsible Messaging**
We recognize the powerful impact of our messages and are committed to communicating responsibly. We avoid content that may incite hatred, discrimination, or any form of violence. Instead, we promote messages that foster solidarity, compassion, and equality.
- **Preservation of Dignity**
When selecting and using images of children and adults, SSCh is committed to maintaining the dignity and respect of the individuals portrayed. This means avoiding images that may exploit their vulnerabilities or present them in a negative light.
- **Appropriate Context**
Images used must always be relevant to the message's context and should illustrate stories in an honest and respectful manner. We avoid altering images in ways that may deceive or distort reality.
- **Cultural Sensitivity**
We strive to show sensitivity to the cultural background of those portrayed, avoiding stereotypes and respecting cultural norms regarding privacy and representation.

GUIDELINES FOR THE IMPLEMENTATION OF THE SSCh CODE OF ETHICS AND CONDUCT

Review and Update of the Code

1. **Training and Awareness:** All members of the organization, including new hires, will receive regular training on the policies and procedures outlined in the Code of Ethics to ensure their understanding and application.
2. **Review and Update:** This Code of Ethics represents SSCh's solemn commitment to upholding and promoting the highest standards of ethical conduct and accountability. It is subject to regular reviews to ensure it remains relevant and effective. Revisions are undertaken to reflect changes in legislation, industry best practices, and the dynamics of

the areas in which we operate. This ongoing review process ensures that our Code evolves to meet and exceed international standards of conduct.

3. **Handling Violations and Reporting Mechanisms:** Violations of the Code of Ethics will be managed through a clear and transparent process. Investigations will be conducted fairly and impartially, and appropriate actions will be taken based on the severity of the violation.
4. **Responsibility of the President:** The President is responsible for monitoring compliance with the Code and serving as a point of reference for their teams regarding any questions or concerns related to the Code of Ethics.

These guidelines will help SSCh ensure that the Code of Ethics is integrated into all activities and supported by a strong governance and compliance structure. Their implementation is essential to maintaining trust and integrity in all SSCh operations.

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