



ETHICAL CODE

approved by the Board of Directors on the day 12 July 2021

Index

1. Foreword	3
2. The Organisation - Manifesto	3
a. Mission	4
3. Purpose of the Ethical Code	4
a. Recipients of the Code	5
4. Ethical principles of behaviour	5
o Partners	6
o Donors	6
o Employees, Collaborators, Volunteers	7
o Relationships with the actors in charge of the activities of control and auditing	8
o Press and Media	8
o Rules of conduct towards minors	9
o Prohibition of possession of pornographic material	9
o Judicial authorities	9
5. Disciplinary system	9
6. Controls	9
7. Implementation of the Code	10

Foreword:

Through the following Ethical Code, ResQ defines the rights, duties and ethical-social responsibilities of each participant in the life of the organisation and establishes specific rules of conduct for anyone who works in the name or on behalf of the organisation, in order to provide accountability to the various stakeholders.

The Ethical Code expresses itself and is put into practice in all the activities and interventions of the organisation.

In the following Ethical Code we identify the values on which the organisation's action is based, highlighting the set of rights, duties and responsibilities of the recipients of the Code itself.

ResQ undertakes to review the provisions of the Code, taking into consideration future developments, in particular those that promote social responsibility and accountability to the various stakeholders.

The Organisation – Manifesto:

The ResQ project was created by a small group of friends, professionals of various kinds who, tired of seeing thousands of migrants dying in a desperate attempt to cross the Mediterranean in search for a better future for themselves and their children, decided to break the wall of indifference to get involved, with just one clear goal: to remain human.

We want to put a stop to these massacres...

Never before in history have we counted so many victims on the migration route between Africa and Europe.

SOS calls of the shipwrecked are lost in waves, and people die.

The Mediterranean sea, for centuries cradle of civilisation and heritage of cultures and visions, today has become a graveyard of people looking for a better future.

We want to stop these massacres that continue to take place in our sea under indifferent eyes.

We want to save the lives of every man, woman or child migrating towards our continent, regardless of their nationality, religion and reasons for their migration.

We want to reaffirm the moral duty to respect life.

We want to set sail a ship...

To do so we want to set sail a ship.

We want it to be a civil society ship, of children and parents, teachers and pupils, cooperatives and associations, famous people and unknown men; a ship for all those who are tired of turning a blind eye and have decided to save human lives.

We want it to channel the energy and outrage, helplessness and compassion that thousands of citizens are feeling in the face of the massacres taking place in our sea.

We therefore want to launch a crowdfunding campaign, so that this is the ship of anyone holding these values.

We want it to tell people's stories...

We want it to be an efficient ship, with a capable, experienced and competent crew.

We want our ship, and our rescue work, to obey only the Laws of the Sea and International Law, in accordance with the fundamental and non-negotiable principles of humanity, impartiality, independence and neutrality.

We want it to become a symbol of hope, reporting real, up-to-date information about what happens; we want it to tell the world the stories of the people it saves.

We want it to set an example for the people of other nations. Our dream is that every European state will follow our example and launch more ships of hope into the sea.

It is up to our governments, to our Europe, to launch practical management and reception projects.

That's right. We want it to be a ship that will save human lives.

Mission:

ResQ Onlus - People Saving People supports and implements - directly and indirectly - projects and activities on rescuing people in distress at sea.

For us, rescuing is human.

Values:

In the development of its activities, ResQ is inspired by the protection and promotion of human rights, inalienable and essential prerogatives of human beings and the foundation for the construction of societies founded on the principles of equality, solidarity, repudiation of war and for the protection of civil, political, social, economic and cultural rights and of the so-called third generation rights: the right to self-determination, peace, development and environmental protection.

ResQ rejects any kind of discrimination, corruption, forced or child labour, and pursues the safeguarding of the dignity, freedom and equality of human beings, the protection of labour and trade union freedoms, health, safety, environment, as well as the system of values and principles regarding transparency, sustainable development and efficiency as established by International Conventions.

ResQ is an organisation:

- that is non-party and secular;
- that is opposed to any form of discrimination;
- that is motivated by principles of solidarity and social justice;
- that uses economic resources according to criteria of effectiveness, efficiency and fairness;
- that wants to be accountable in the management and communication of its work;
- that requires its partners to adopt practices that are consistent with the values and objectives of the organisation;
- that believes in the value of the organisation's human resources, and in the protection of their rights and duties as workers.

Purpose of the Ethical Code :

Through this Ethical Code, ResQ reaffirms its commitment to respect humanitarian principles, excellence, transparency and responsibility in the humanitarian field.

To demonstrate this commitment, ResQ seeks to:

- identify and define shared principles, policies and practices;

- improve the effectiveness of its activities;
- encourage communication with its various stakeholders;
- increase the accountability and social responsibility of the organisation both internally and externally.

Recipients of the Code:

This Ethical Code applies to:

- Employees, Administrators, Auditors, and Collaborators of the organisation, wherever and in any capacity they carry out their activity;
- External consultants and partners acting in the interest of the organisation and the suppliers of goods and / or services.

Ethical principles of behaviour:

The relationships between collaborators and / or employees must be carried out according to the principles of civil coexistence, transparency, trust and integrity, in mutual respect and guaranteeing the protection of people's rights and freedoms.

The relationships between the different positions within the organisation must be based on the principles of loyalty and fairness and must be inspired by the principle of shared responsibility having as a common goal the interest of the organisation and the achievement of its objectives.

The managers of each activity must exercise the powers related to the delegation received, respecting and guaranteeing the dignity of their collaborators and promoting their professional growth.

Any conduct that, directly or indirectly, involves offense, denigration for reasons of race, religion, language, sex, nationality, origin, or constitutes discriminatory behaviour is prohibited.

ResQ believes in the equality of all human beings regardless of opinions, sex, race, ethnicity, politics, religion, social and economic status.

Each person being part of the organisation, within the scope of their activities and skills, undertakes to carry out the activities in compliance with the principles of:

- Equality
- Interculturality and respect for cultures and customs
- Solidarity
- Humanity
- Legality
- Honesty and loyalty
- Fairness
- Impartiality
- Transparency
- Social responsibility
- Neutrality
- Independence
- Participation
- Sustainability of the intervention
- Efficiency and effectiveness

- Innovation

This Ethical Code refers to and recognises the principles and values of international conventions and treaties on the protection of fundamental human rights.

In relationships with beneficiaries, partners, donors, suppliers, workers, press and media, judicial authorities, the following rules of conduct must be maintained, based on the ethical principles set out above:

Partners:

As part of its activities, the organisation:

- promotes and favours the active involvement of partners (public or private organisations / bodies) for the implementation of activities and the pursuit of its goals and objectives;
- undertakes to offer training, develop skills and create professionalism in the organisations with which it collaborates, with the aim of encouraging direct management of activities and resources by the partners themselves;
- does not accept to have relationships that limit the organisation's freedom of movement and decision with respect to its stated objectives and purposes.

The choice of public and private partners for the implementation of shared activities is based on the following criteria:

- sharing ethical principles, the organisation's mission and the objectives of the activities;
- absence of profit-making in relation to shared activities;
- expertise and reliability;
- willingness to co-design and co-manage.

ResQ pays particular attention to any possible conflict of interest, in order to avoid illegal appropriation of funds for personal interests for the benefit of people or organisations to the detriment of the community of beneficiaries.

ResQ ensures compliance with the highest standards of honesty and responsibility by its partners, and takes all necessary measures to avoid connections with people or organisations involved in illegal or immoral practices.

Donors:

For the implementation of its activities, the organisation makes use of public and private funding and its own resources.

The organisation:

- defines procedures, actions, processes, responsibilities within the Executive Board and external collaborations that allow a clear identification of the origin of donations and the ethics of donors and bring out possible conflicts of interest and critical issues in the management of activities;
- does not accept donations from sources that are not compatible with the Ethical Code. In particular, it refuses the donation of materials, services and money from people who do not respect human rights, human health, the rights of children, workers and the environment,

who produce or trade weapons, pornographic materials, tobacco and all that is destined to the degradation of the human person and the environment;

- maintains its independence from private or governmental interests. Consequently, in carrying out the activities, no changes in the objectives according to the interests of the donors are accepted;
- guarantees the maximum profitability of stocks with an investment policy that respects the vision and mission of ResQ and the principles of the Code, ensuring transparency and efficiency in decision-making processes for investments;
- in no case may it make investments on the stock market.

Relationships with donors must be based on the utmost fairness, transparency and completeness of information on the organisation, on the initiatives to be supported, on the purposes of fundraising, on the results achieved.

Following each donation, the organisation undertakes to:

- follow up on its recognition;
- respect the donor's privacy and recognise, if requested, respect for anonymity.

ResQ respects the right of donors:

- to be informed about the reasons that lead to the organisation of fundraising campaigns;
- to be informed about the use of received donations, through periodic financial reporting, in compliance with the procedures of the (institutional) donors, through periodic publications on the website or through newsletters;
- to be informed about the progress of the programs implemented.

Employees, Collaborators, Volunteers:

Human resources are considered a fundamental element for the organisation. The commitment and professionalism of the workers are crucial values and conditions for the achievement of the organisation's goals and objectives. All people involved, in any capacity (hereinafter referred to as "workers"), in the activities of the organisation are ethically responsible for their behaviour and are aware of representing the organisation itself with their actions.

The organisation promotes the participation and involvement of workers in the management of the organisation and activities. Each person in the organisation is required to know and comply with the principles of the Ethical Code.

ResQ undertakes to pay attention to comply with the regulations governing paid employment, volunteering or other possible forms of collaboration, in Italy and abroad, in line with the professional figures of the various areas.

No form of "undeclared work" or undeclared pay is tolerated.

Upon the establishment of the employment relationship, each employee or collaborator receives accurate information relating to:

- the characteristics of the function and duties to be performed;
- regulatory and remuneration elements, as regulated by the applicable employment contract for employees and / or collaborators;
- the rules and procedures to be adopted in order to allow the work activity to be performed in a safe and healthy environment.

Upon hiring, the contents of this Ethical Code and of the Code of Conduct will be explained and made available.

In the management of personnel, ResQ is also committed to:

- offer equal employment and / or collaboration opportunities without discrimination based on race, sex, age, sexual orientation, physical or mental handicap, nationality, religious belief, political and trade union membership; the only limit in this sense may be particular safety or challenging situations of the context in which one operates;
- ensure the protection of the privacy of employees and their right to work without undergoing unlawful conditioning;
- accurately inform the staff on the living and security conditions of the countries in which the employee or collaborator is employed as well as on the preventive health practices to be followed.

Under no circumstances may the staff of the organisation be employed or voluntarily involved in military operations.

Likewise, it requires its headquarters staff and collaborators to respect the fundamental rights of the person and maintain respectful behaviour of local customs, cultures and denominations that always reflects the dignity of their role in line with the ethical principles of the organisation.

ResQ requires that in internal and external work relationships no one is placed in a state of subjection through violence, threats, deceit, abuse of authority, abuse of a situation of physical or mental inferiority, or a situation of necessity. It disapproves of any form of harassment, including of a sexual nature.

In particular, any behaviour that could take the form of moral violence and / or psychological persecution aimed at offending the personality, dignity and psychophysical integrity of employees, as well as endangering their employment or degrading the working climate (mobbing) is prohibited.

Relationships with the actors in charge of the activities of control and auditing:

Relationships with the actors who carry out internal or external auditing and control activities must also be based on principles of integrity, timeliness, fairness and transparency. Utmost cooperation must be given to them. It is also forbidden to conceal information or provide false documentation or documents certifying things that are not true or in any case to prevent or hinder the performance of the control or auditing activities of such persons.

Press and Media:

External communication from the organisation must be truthful, complete and verifiable, not aggressive, respectful of the rights and dignity of the person. The organisation contacts the press and communication agencies through designated persons, who must operate with an attitude of maximum fairness, helpfulness, prudence and transparency. The workers of the organisation called to outline or provide data or news regarding the objectives, results and points of view of the organisation externally, are required, in addition to comply with internal procedures, to obtain authorisation from their manager, as well as to agree on the contents with the relevant structure.

ResQ contacts the press and mass communication agencies only through the statutory bodies and through the internal managers delegated to this. These operate with an attitude of maximum

fairness, helpfulness and transparency, in compliance with the communication policy defined by the organisation.

Rules of conduct towards minors:

It is mandatory to constantly monitor minors involved in the organisation's activities, and this is also expected by the partners in action.

Relationships with children must be carried out in an irreproachable way from the point of view of moral correctness; no form of child abuse, whether physical or psychological, is tolerated. Maximum effort is required to preserve the psychological and physical health of young people, also in order to prevent deviance, abuse and commercial exploitation. One should avoid being alone indoors with a single child or adolescent.

The guidance and education of young people must be conducted in accordance with models that promote ethical and human principles.

Prohibition of possession of pornographic material:

It is strictly forbidden to hold (on digital devices or paper and at the organisation's premises) and disclose pornographic material via the organisation's website or publications edited or promoted by it.

Judicial authorities:

With regard to any requests of any nature by the Judicial Authority and in general in any contact with it, the organisation undertakes to provide the utmost cooperation and make statements that are truthful and representative of the facts, refraining from conduct that could hinder, in full compliance with the law and in compliance with the principles of loyalty, fairness and transparency. All workers are required to cooperate fully in carrying out investigations by the competent authorities.

It is forbidden to exercise any kind of influence on the person called to make statements before the Judicial Authority in order to induce them not to make statements or to make false statements.

It is forbidden to help anyone who has committed a criminal offense, to evade the investigations of the authority, or to evade their searches.

Disciplinary system:

The principles expressed in this Ethical Code are an integral part of the conditions governing employment relationships within the organisation. Any violations of the Ethical Code will result in the application of disciplinary measures against Employees, Collaborators and Administrators.

Any violation of the principles and provisions contained in this Ethical Code by the Recipients must be promptly reported to the Executive Board so that it takes prompt action to take the appropriate measures.

Controls:

The association ensures that its internal organisation of work ensures that:

- all actions and operations of the organisation are adequately recorded and it is possible to verify the decision, authorisation and execution process;
- all internal documentation is kept in an accurate, complete and timely manner in compliance with organisational procedures.

Implementation of the Code:

The Executive Board adopts all necessary measures to ensure and monitor the implementation of this Ethical Code.

This Ethical Code has been approved and adopted by the Executive Board.