



CODE OF ETHICS

1. We believe in transparency, voluntarism, innovation, respect for human rights, independence and courage are fundamental principles that run through all our activities. To help achieve this, we have established a code of ethics which is integrated at the heart of our mission. It defines the standards and values that guide Kabalega Foundation and its employees in their interactions with sponsors, collaborators, customers, partners, suppliers, governments and general public. This document is a reference for our decisions and commitments to ensure our activities are conducted ethically. In addition, this code contributes to creating a transparent and accountable environment, fostering the trust of all stakeholders

2. Our mission and values

Since the establishment of Kabalega Foundation in 2019, our mission has been to advance social, economic, and cultural development. We focus on these 5 values to ensure they are included in all our actions:

- **Transparency:** We are accountable for our actions and decisions to the community we serve, to partners, staff, government, and the public at large.
- **Voluntarism:** We promote voluntary service guided by a will to pursue shared interests for the common good of society.
- **Innovation:** We embrace continuous improvement, bold creativity, and change.
- **Respect for human rights:** We treat all people with dignity and respect in accordance with the constitution and laws of Uganda.
- **Independence:** We maintain independence so that we are able at all times to act in accordance with our vision, mission, and values.
- **Courage:** For social good, we choose to tackle areas many are afraid of in order to make our vision and mission a reality.

3. All employees must respect this code of ethics in their professional life and brand representation outside of work. This implies that it applies to all interactions between teammates, including at events, shared online spaces, social media, and other situations where they represent Kabalega Foundation.

4. Each employee adheres to the following fundamental principles of Kabalega Foundation

- i. Strictly enforce internal laws, regulations and standards.
- ii. Treat each individual with equity and dignity, without any form of discrimination.
- iii. Consider the environmental impact of our actions and reduce the organisation's ecological footprint.
- iv. Ensure gender equality by offering equal opportunities for career development.
- v. Act with honesty, transparency, sincerity and reliability in all situations.
- vi. Respect the rules of free competition and reject corruption in all its forms.

- vii. Demonstrate loyalty to the organisation by avoiding conflicts of interest and maintaining the confidentiality of information.
- viii. Encourage the spirit of solidarity and mutual assistance to achieve the organisation's common goals.
- ix. Protect the organisation's assets and commit to continuously improving the quality of products and services.
- x. Maintain political and religious neutrality within the organisation and its services.

Data protection

True to our commitment from the beginning, we protect our data and ensure it used effectively for the organisation development

Sustainable development

We are fully aware of the importance of our responsibility towards the environment. We are actively committed to reducing our carbon footprint and promoting sustainable practices at all levels of our organisation. Here is an overview of the specific actions we are taking to promote sustainable development. We have undertaken assessment, which involves a thorough analysis of all our greenhouse gas emissions. To ensure objectivity and rigor in this evaluation, identify areas where we need to take action. Based on the results of our assessment, we have developed an action plan to reduce our environmental impact. We are particularly focused on carbon-saving initiatives, actively seeking solutions to reduce our greenhouse gas emissions. We work closely with our others to minimise the impact of our joint activities.

In addition to our internal efforts, we also aim to raise awareness about the importance of sustainable development. We actively promote sustainable practices that protect the environment we have fostered a culture of awareness within our organization. We encourage our employees to adopt environmentally-friendly practices in their professional lives. Awareness initiatives, such as training on good ecological practices and internal communication campaigns, are regularly put in place to encourage individual and collective responsibility.

Signed:


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Executive Chairperson

Date: 04/01/2020