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Cherish merciful love and hope in actions

Order
on the approval of the
“ CODE OF CONDUCT to protect beneficiaries from violence and exploitation
of the RELIGIOUS MISSION “CARITAS-SPES” /CARITAS-SPES/
of the ROMAN CATHOLIC CHURCH IN UKRAINE”

27. March .2026, Kyiv
№ 3/26

For the purpose of the effective implementation of the CODE OF CONDUCT to protect beneficiaries from violence and exploitation of the RELIGIOUS MISSION «CARITAS-SPES» /CARITAS-SPES/ OF THE ROMAN CATHOLIC CHURCH IN UKRAINE (hereinafter – the “Mission”),

I hereby order:

1. To approve, on 27.03.2026, the «CODE OF CONDUCT to protect beneficiaries from violence and exploitation of the RELIGIOUS MISSION «CARITAS-SPES» (hereinafter – the «Code»).
2. The Safeguarding Manager shall ensure that the employees of the Mission are familiarized with the content of the Code.
3. I retain control over the implementation of this Order.
4. This Order shall enter into force on 27.03.2026.

Executive Director
of the Religious Mission «CARITAS-SPES»/
CARITAS-SPES/
of the Roman Catholic Church in Ukraine


V. Grynevych

Religious Mission “CARITAS-SPES” of the Roman Catholic Church in Ukraine EDRPOU: 21664879,
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Legal address: 17 Kostiolna St., Kyiv, 01001. Postal address: 22A Borychiv Tik street, Kyiv, 02000

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APPROVED:

Executive Director

/Vyacheslav

GRYNEVYCH

“ ” 2026



**CODE OF CONDUCT to protect beneficiaries from violence and exploitation
of the RELIGIOUS MISSION «CARITAS-SPES» /CARITAS-SPES/
of the Religious Mission «Caritas-Spes» /CARITAS-SPES/ of the Roman Catholic Church in
Ukraine (hereinafter referred to as «Caritas-Spes Ukraine»)**



CODE OF CONDUCT to protect beneficiaries from violence and exploitation

Preamble

Caritas-Spes Ukraine (Caritas of the Roman Catholic Church in Ukraine) is committed to creating and maintaining an environment that upholds the core values of the organisation and prevents violence and exploitation of all beneficiaries.

All Caritas-Spes Ukraine employees, consultants, volunteers and interns are expected to contribute to building a harmonious work environment based on team spirit, mutual respect and understanding.

All of the above persons shall respect the honour and dignity of all beneficiaries with whom they come into contact and ensure that their personal and professional conduct always meets the highest moral standards.

This Code of Conduct is mandatory for all Caritas-Spes Ukraine employees, as well as consultants, volunteers and interns working with Caritas-Spes (hereinafter referred to as "Partners").

Caritas-Spes Ukraine strongly condemns and prohibits all forms of violence and exploitation. Therefore:

1. Violence and exploitation, as acts of immoral and improper behaviour, are grounds for disciplinary action up to and including termination of employment or dismissal, with the simultaneous notification of the relevant law enforcement authorities of the commission of illegal acts. It is forbidden to hire, offer money, goods or services in exchange for any sexual activities or activities that may be regarded as exploitation of a person and humiliation of his/her dignity.
2. Employees, partners and volunteers are prohibited from having any sexual relationship with children (persons under the age of 18). Regardless of local traditions, laws on the age of majority, or the age of the employee, partner or volunteer. An employee's assumption that a person is of legal age does not justify inappropriate and unlawful behaviour.
3. If an employee or partner of Caritas-Spes Ukraine has concerns or suspicions about abuse or exploitation by another employee or partner in the course of their work with Caritas-Spes Ukraine, they should report them through Caritas-Spes Ukraine's reporting (feedback) procedures.
4. Employees and partners of Caritas-Spes Ukraine shall not engage in any form of harassment, discrimination, physical or verbal humiliation, intimidation, favouritism or exploitative relationships. Sexual relations between humanitarian mission staff and beneficiaries are prohibited.
5. Employees and partners of Caritas-Spes Ukraine are expected to behave in accordance with the values of Caritas-Spes Ukraine and to create and maintain an environment that prevents violence and exploitation.

Official statement

I have carefully read the Caritas-Spes Ukraine Code of Conduct and understand it. If I have any questions or need any clarification, I understand that it is my responsibility to discuss this with my supervisor and a member of the Human Resources Department.

I am aware that Caritas-Spes Ukraine expects me to uphold the standards of behaviour described in this Code at all times and that I have a direct obligation to report any violations of this Code.

As an employee of Caritas-Spes Ukraine, I am aware that violations of or non-compliance with the Code of Conduct may result in disciplinary action, including my dismissal.

As a partner (i.e. consultant, volunteer or trainee of Caritas-Spes Ukraine), I acknowledge that failure to conduct myself in accordance with this Code may result in the termination of any cooperation between Caritas-Spes Ukraine and me.

Name (in printed letters): _____

Signature: _____

Date: _____