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Code of Ethics

New Life for Children - Onlus

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1. General Principles

1.1.Vision

New Life for Children aims to realize a world where all children, adolescents and young people are recognized equal rights, have equal access to school and quality education.

In particular, our organization wishes to contribute to the improvement of the education system, above all in those most vulnerable areas where political tension, violence, corruption, crime and poverty take considerable resources away from targeted and effective interventions to support children.

New Life for Children operates in respect of local culture and history and its interventions are always based on the analysis of specific needs agreed with local entities and/or institutions.

In these countries, New Life for Children wishes to increase the presence of qualified teachers, build and strengthen structures to support formal and informal education, increase responses to the needs of children in a state of poverty, providing environments and contexts dedicated to learn, in order to guarantee their safety and inclusiveness.

Thus, it wishes to enhance local knowledge in the educational field in order to enhance childhood by considering it a fundamental phase of the life path of each individual person. New Life for Children works to provide the greatest number of children and young people with access to quality education, allowing them to acquire the necessary for their own self-determination, independence and freedom of choice.

1.2.Mission

New Life for Children was established in 2008 with the aim of contrasting the cycle of child poverty by promoting a correct educational process in developing countries.

The organization therefore carries out international socio-educational development cooperation initiatives. New Life for Children is an Italian organization with an international vocation that operates in 4 continents: Europe, Africa, the Americas (south and central) and Asia.



The following are the operational purposes of the association:

- promotion of children's well-being through: literacy, teaching, education, training, protection of civil rights, psycho-pedagogical and socio-health support;
- promotion of forms of assistance necessary to support children and adults living in conditions of extreme vulnerability.

The initiatives are implemented in very complex contexts where poverty, conflicts and crime have strongly affected people and their territories.

New Life for Children carries out all its interventions using local partners to transfer managerial and pedagogical skills, enhancing the necessary capacity building that ensures the sustainability over time.

An essential component of all initiatives is the preparation of local coordinators, teachers and educators. Where the conditions of intervention are more difficult it is in fact necessary to provide the operators, who are in direct contact with the children, with functional educational tools based on the relevant context. New Life for Children is committed to constantly providing its operators in the field with dedicated training programs.

1.3.Values

New Life for Children is committed to respect the ethical principles of legality, correctness and independence, neutrality and social responsibility. It is inspired by the assumptions of the UN Convention on the rights of children and adolescents, in particular the fundamental principles of:

- a) Non-discrimination (article 2): the rights enshrined in the Convention must be ensured for all minors, without distinction as to race, sex, language, religion, opinion of the child/ teenager or parents;
- b) Superior interest (article 3): the interest of children/adolescents must have priority in any law, provision, public or private initiative and in any problematic situation;
- c) Right to life, survival and development of children and adolescents (article 6): States must commit the maximum available resources to protect the life and healthy development of children, also through cooperation with other States.



New life for Children is inspired by an educational and concrete practice that takes into broad consideration the context of intervention and connects it to progress in relation to research in the field of education, pedagogy, psychology and teaching.

Our aim is to facilitate communication between research and field applications to accelerate improvement of educational practices. For the realization of its projects, NLFC generally does not employ voluntary staff, but trained and paid professionals.

1.4. Ethics of Conduct Principles

New Life for Children pursues the following principles:

- secularism and independence from political parties;
- non-discrimination;
- solidarity and social justice;
- seeking-behaviour of peoples;
- management and communication transparency;
- protection of our personnel's rights.



2. External relations

In relations with beneficiaries, partners, suppliers, consultants and other stakeholders, the compliance with this code of ethics is required as an operation that fully respects the values of the organization, refraining from engaging in conduct aimed at achieving an advantage. personal or adversely affect the organization's ethical principles of conduct.

To this end, recipients are required to comply with the provisions of this Code of Ethics.

2.1. Relations with beneficiaries

In all its areas of intervention, New Life for Children operates in compliance with local cultures and traditions, excluding any application of practices and customs that could lead to failure to respect the physical and moral integrity of the populations in question. Therefore, cultural models and conduct that could endanger the psycho-physical health of beneficiaries are neither pursued or endorsed.

During the implementation of development programs, the involvement of peoples is also promoted, according to a bottom-up approach: a participatory and supportive way of bottom-up planning that involves stakeholders during all phases of interventions.

New Life for Children takes into consideration the paradigm of top-down cooperation, which has been seen over the years to support rigid and bureaucratized planning where the exchange of information and the decision-making process take place in a unilateral and scarcely participatory form, to be widely outdated and deeply ineffective.

2.2. Relations with local partners

Partners are selected taking into account adherence to the ethical principles of the organization and following values of relevance, reciprocity and transparency.

New Life for Children supports operators in the development of skills and competences in project management and in the socio-educational field according to Training on the job methodology.

The organization also implements its interventions with the aim of directing the context of the area in question towards capacity building processes, mechanisms capable of strengthening local autonomy and leading companies towards change actions that help to raise awareness of policies development interventions.



3. Human resources management

All the human resources engaged are fundamental elements to pursue the operational objectives and ensure the organization's correct operation.

Since its inception, New Life for Children fully respects and promotes policies of equal opportunity and access to work, without any type of direct or indirect discrimination based on gender, ethnicity, religious belief or personal beliefs, disabilities, age or sexual orientation.

New Life for Children protects human resources in full respect of rights and concretely favours family-work balance in order to promote the well-being of individuals, thus positively affecting the quality of life of the resources and the organization's operational quality. It recognizes the value of the role of females and promotes their participation in the world of work.

New Life for Children is committed to paying its human resources based exclusively on the skills, qualifications and experience gained, without implementing forms of discrimination for the above-mentioned reasons or actions that may also unconsciously facilitate this approach.

New Life for Children also promotes the pursuit of internal careers by recognizing and enhancing the merit of resources and considers, in addition to technical and professional skills, the management of human relationships as well as promoting and supporting high-level soft skills (negotiation, mediation, cooperation and active listening).

The working relationship between human resources and the organization is focused on the principles of loyalty and confidentiality, collaboration, fairness and responsibility, established among other company directives, within the organization's Internal Regulations document.

New Life for Children promotes a feedback process based on intellectual honesty and non-personalization of operating conduct. The organization is focused on carrying out processes aimed at achieving objectives. The individual actions of our operators therefore take place within a broad and complex vision and they are analyzed at defined intervals in order to acquire indications on the improvement that can lawfully be expected by the organization, being a consequence of the relationships and activities of its operators.



4. Safety of personnel

The organization pursues, with the utmost commitment, the objective of ensuring health and safety at the workplace, with a strong belief that they are fundamental requirements to allow its operators to obtain personal and professional protection and therefore to achieve gratification thanks to the protection of their individual value.

In this regard, the organization implements the measures deemed most appropriate to avoid the risks associated with the performance of its business and, where this is not possible, for an adequate assessment of the existing risks, with the aim of contrasting them directly at source, managing them and ensuring they are overcome.

The protection of health and safety at the workplace for the human resources that access the New Life for Children offices is expressed in the company's document which contains the Internal Regulations.

Employees and consultants of New Life for Children, based on their duties and activities, may be required to travel within Italy or abroad.

a. Health profile

The instructions, recommendations and precautions to be adopted in the health sector are detailed in the official document **New Life for Children Health risks: travel and business trips** published on the organization's website and available at the following link.

The significant aspects addressed are indicated below:

1. Travel and Business Trip Risks;
2. Prevention and protection measures:
 - Provision of information and training of employees and consultants;
 - Pregnancy;
 - Health surveillance;
 - Vaccinations;
 - General hygiene and sanitation measures;
 - Time zone;
3. Annex of the most frequent diseases and prevention methods.



b. Socio-political profile

As complex and difficult as it is to provide indications on all the contexts in which New Life for Children operates, the organization believes has to provide its operators (project managers, teachers, coordinators, cooperators and consultants) with precise indications of preventive behavior and for the management of any critical issues and emergencies.

The instructions, recommendations and precautions to be adopted are detailed in the official document **New Life for Children: Safety of foreign personnel on business trips** published on the organization's website and available at the [following link](#).

The significant aspects addressed are indicated below:

1. Threat, vulnerability and risk;
2. Risk mitigation;
3. Operating methods: ex ante, in itinere, ex post;
4. Rules of conduct;
5. Crisis management.



5. Compliance with and management of Privacy

The organization has adapted its own privacy protection and management method according to the recent European data protection law no. 2016/679 (General Data Protection Regulation or GDPR) in order to promote a free movement of data while ensuring and strengthening the rights of interested parties, who must be able to know if his/her data is used and how they are used to protect them and the whole community from the risks inherent in data processing.

All recipients of this Code of Ethics are therefore expressly required to:

- protect all recipients in full compliance with the regulations on the processing of personal data, whether they are beneficiaries, donors, operating partners, suppliers or consultants;
- not to disclose to third parties, for any reason, sensitive information relating to recipients, except in the cases provided for by law and in any case only after authorization by the organization;
- store only the information considered relevant;
- protect recipient data against phishing or hacking attacks.

The type of data collected and the methods for managing it are based on 3 different purposes:

1. Purpose of planning and project management: personal, employment, socio-economic data, etc.;
2. Purpose within the organization: personal, employment, etc. data are transformed into numbers or indices and therefore the recipient's anonymity for sensitive data is ensured;
3. Purpose external to the organization: data to be selected on a case-by-case basis while respecting the recipient's anonymity.



6. Prevention of corruption

New Life for Children believes that corruption is by far the most destructive and dangerous practice among the various dynamics that can negatively connote a social context.

In fact, corruption eliminates the opportunities to access resources, undermines processes of merit, unduly enriches, promotes the acquisition of positions of power to people with poor morals, facilitates the deterioration of the principle of social justice and produces latent consequences that compromise the honesty value of current and future generations.

New Life for Children believes that the duty of individuals and communities is to guide companies towards the principles of integrity and the common good in order to ensure access to equal and fair opportunities for all.

Thus, in addition to moral refusal within the organization towards corrupt behavior, the organization implements its activities in accordance with current legislation on the prevention and fight against corrupt phenomena and, among the multiple aspects of this issue, identifies and defines the different players called to carry out a synergistic action, each within his/her/its own role characterized by specific skills and related responsibilities.

The organization's aim is to implement an effective strategy to combat corruption through the promotion of the culture of legality, together with continuous and constant improvement of the measures and tools identified for the prevention and contrast of the phenomenon.

In particular, through the implementation of review, analysis and monitoring procedures carried out by the governance bodies, external auditors, human resources employed in the management of development programs and those employed in administration, checks and findings on the administration of the organization, the processes of selecting personnel and suppliers and the transparent implementation of the organization's own activities are constantly carried out.

New Life for Children also defines appropriate procedures to selecting and training employees to operate in sectors particularly exposed to corruption.



7. Conflict of interest

New Life for Children adopts internal policies aimed at protecting the organization's primary interest and removing situations in which a secondary interest (financial or non-financial) of a person, or control body, tends to impartially interfere with the performance of the organization's activity.

In addition to the obvious situations of real and concrete conflict of interest, there are also those of potential conflict which, even if not categorized, could be suitable to interfere with the performance of duties and pollute the administrative impartiality or impartial image of the organization.

In order to ensure a democratic decision-making process, in compliance with the organization's objectives, and in order to guarantee deliberative equanimity, the organization considers more than appropriate that the organization's offices, that make up the governance bodies should not overlap in the organization's key roles.

New Life for Children also prohibits the presence of offices which have degrees of kinship up to grade II within its governance bodies.



8. Implementation of the Code of Ethics

New Life for Children reserves the right to set up and meet a Disciplinary Commission whenever there is a violation of this Code of Ethics and its internal rules.

The Disciplinary Commission is composed of a member of the Executive Council and two external members elected by the latter, and has full and autonomous initiative powers, acting as the custodian of the Code of Ethics.

In exercising its functions, the Disciplinary Commission must be guided by principles of autonomy and independence.

To ensure the principle of third parties, the Disciplinary Commission is placed in a hierarchical position at the top of the organization, reporting directly and exclusively to the Board of Directors.

The stakeholders of the organization which implement actions contrary to the principles of this Code of Ethics may be reported to the Disciplinary Commission, which will evaluate whether to stop their corporate functions.

Any subsequent reintroduction must be previously assessed by the organization's Board of Directors, after the opinion of the Disciplinary Commission has been obtained.

The development and application of the Code of Ethics are approved by the New Life for Children Board of Directors and endorsed by the Shareholders' Meeting.