

CODE OF ETHICS

Guiding Principles for Integrity,
Accountability, and Ethical Leadership



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Thrive India is dedicated to upholding the highest ethical standards, acknowledging the trust placed in us to serve the greater public good. We have a fundamental responsibility to act with integrity. Our reputation and success rely on the ethical conduct of our board members, staff, and volunteers.

This **Code of Ethics** outlines key principles that guide our decisions and actions in alignment with our mission. These are guided by the fundamental values of integrity, impact, volunteerism, inclusiveness, and leadership.

Although no document can address every potential challenge that may arise, our Code of Ethics provides essential guidelines to help Thrive India volunteers, staff, and Board Members make ethical decisions in compliance with applicable legal requirements. Everyone is encouraged to raise any questions or concerns with a member of the Executive Committee or the Chief Executive Officer. ▮

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I. PERSONAL AND PROFESSIONAL INTEGRITY:

A commitment to integrity in all situations enhances both individual and organizational success. We, therefore:

- Strive to meet the highest standards of performance, quality, service, and achievement in advancing Thrive India's mission.
- Prioritize the mission of Thrive India in all activities.
- Communicate honestly, openly, and avoid misrepresentation
- Ensure transparency in decision-making, finances, and operations.
- Promote a working environment where honesty, open communication, and minority opinions are valued.
- Exhibit respect and fairness toward all those with whom we come into contact.
- Take responsibility for actions and decisions affecting the organization and stakeholders.

II. ACCOUNTABILITY AND COMPLIANCE:

Thrive India is responsible to its stakeholders, which include member agencies, donors and others who have placed faith in Thrive India. To uphold this trust we:

- Uphold ethical standards in fundraising, financial reporting, and governance
- Promote good stewardship of resources, including donations, grants and other contributions that are used to pay operation expenses, salaries, and employee benefits.
- Do not use organizational resources for non-Thrive India purposes.
- Observe and comply with all laws and regulations and internal policies
- Report any ethical violations or concerns through appropriate channels.

III. SOLICITATION AND VOLUNTARY GIVING:

The most responsive contributors are those who have the opportunity to become informed and involved. We, therefore:

- Promote voluntary giving in dealing with donors and vendors.
- Make fundraising a fun and personally rewarding experience.

IV. DIVERSITY AND EQUAL OPPORTUNITY:

Thrive India is an equal opportunity employer and is committed to the principle of diversity. We, therefore:

- Foster a culture of diversity, equity, and inclusion.
- Embrace diversity in all aspects of our activities and respect other without regard to race, color, religion, creed, age, sex, national origin or ancestry, marital status, veteran status or sexual orientation.
- Refuse to engage in or tolerate in any other form of discrimination or harassment.
- Treat all colleagues, beneficiaries, and partners with respect and dignity.
- Prevent discrimination, harassment, and any form of misconduct.

V. CONFLICT OF INTEREST:

To avoid any conflict of interest or the appearance of a conflict of interest which could tarnish the reputation of Thrive India, as well as undermine the public's trust in Thrive India, all Thrive India organizations, Staff and Board Volunteers are to:

- Disclose any personal, financial, or professional conflicts that may impact objectivity.
- Refrain from using one's position for personal gain or to benefit family or associates.
- Abstain from decision-making where a conflict of interest exists.
- Avoid any activity or outside interest that conflicts or appears to conflict with the best interest of Thrive India.
- Ensure that travel, entertainment, and related expenses are incurred on a basis consistent with the mission of Thrive India and not for personal gain or interests.

- Decline any gift, gratuity, or favor in the performance of Thrive India duties except for promotional items of nominal value, and any food, transportation, lodging or entertainment unless directly related to Thrive India business.
- Refrain from influencing the selection of staff, consultants, vendors who are relatives or personal friends or affiliated with, employ, or employed by a person with whom they have a relationship that adversely affects the appearance of impartiality.
- Should not knowingly take any action, or make any statement, intended to influence the conduct of Thrive India in such a way to confer any financial benefit on themselves, their immediate family, or any organization in which they or their immediate family members have a significant interest as stakeholders, directors, or officers.
- Annually disclose all known potential conflicts of interest.

VI. CONFIDENTIALITY, PRIVACY AND DATA PROTECTION:

Confidentiality is fundamental to our professionalism. We, therefore:

- Safeguard sensitive information and data related to Thrive India, its donors, and beneficiaries.
- Ensure that all information which is confidential, privileged or non-public is not disclosed inappropriately.
- Respect the privacy rights of all individuals in the performance of their Thrive India duties.
- Share information only with authorized individuals when necessary.
- Ensure compliance with legal and regulatory requirements regarding data protection.

VII. POLITICAL NEUTRALITY:

As a charitable organization, Thrive India is prohibited from making political contributions to any candidate for public office or to any political committee. We, therefore:

- Do not endorse political candidates, parties, or political causes and remain politically neutral
- Refrain from making any contribution to any candidate for public office or political committee on behalf of the Thrive India, including the use of facilities for political campaign activities.
- Refrain from making any contribution to any candidate for public office or political committee in a manner that may create the appearance that the contribution is on behalf of Thrive India.
- Refuse to endorse any candidate, political party or political interest or political issue.

VIII. GUIDANCE AND DISCLOSURE

Volunteers, Staff and Board Volunteers are encouraged to seek guidance from the Executive Committee and /or Chief Executive Officer concerning the interpretation or

application of this Code of Ethics. Any known or possible breaches of the Code of Ethics should be disclosed. Reports of possible breaches will be handled in the following manner:

- All reports of possible breaches will be treated in confidence as much as the Organization's duty to investigate the law allow. If confidentiality cannot be maintained, the individual disclosing the possible breach will be notified.
- All reported breaches will be investigated and, if needed, appropriate action taken based upon the policies of the organization. Retaliation against a person who suspects and reports a breach in good faith will be treated as an independent breach of the Code of Ethics.
- Thrive India affirms prompt and fair resolution of all reported breaches.

Acknowledgement
of Code of Ethics

All board members, staff and volunteers must read, understand, and commit to this Code of Ethics.

By adhering to this Code of Ethics, we collectively strengthen Thrive India's impact and credibility in building an equitable and thriving society.

Acknowledgment:

I, _____, have read and agree to uphold the Code of Ethics of Thrive India.

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Relation with Thrive India: Board volunteer/ Employee/ Volunteer □

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Signature: _____ □

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Date: _____

