



Baltic Initiative on European Reform

CODE OF CONDUCT

The Baltic Initiative on European Reform Code of Conduct defines the principles that govern the actions and ethical standards expected from all individuals associated with the organization.

1. **Mission and Values:** The goal of Baltic Initiative on European Reform is to promote debate on EU reform and enlargement in the Baltic States and to convene civil society, experts, and policy makers to discuss the goals of EU enlargement and reform and their implications for democracy and rule of law.
2. **Ethical Behaviour:** The Baltic Initiative on European Reform is committed to upholding the highest standards of ethical behaviour, fostering a culture of honesty, integrity, and transparency. We believe in conducting our activities with utmost integrity, adhering to ethical principles that align with our mission and values. This commitment ensures that our organization operates with the highest moral standards, promoting trust and credibility in all our endeavours.
3. **Compliance with Laws and Regulations:** The Baltic Initiative on European Reform is dedicated to strict compliance with its policies, and all applicable regulations. Our organization operates within the legal framework of the Republic of Latvia, ensuring that our activities align with Latvian and EU laws. By adhering to these policies, we uphold transparency, accountability, and responsible financial management, fostering trust among our stakeholders and contributing to the success of our mission.
4. **Conflicts of Interest:** Members and staff of the Baltic Initiative on European Reform and external experts contracted by the organisation are prohibited from engaging in activities that pose a threat of conflict of interest to the organization, thereby maintaining transparency in all its endeavours. These activities include, but are not limited to:
 - Using their position within the organization for personal material gain beyond legally appointed remuneration.
 - Utilizing the organisation's resources to support external activities.
 - Acting in ways that could compromise the organization's legality, such as accepting bribes or bribing representatives of legal authorities.

These guidelines ensure that the actions of our members consistently align with the organization's values and objectives, fostering trust and ethical conduct.

5. Management of the conflict of interests: The possibility that a conflict of interest may occur can be addressed and resolved before any actual damage is done. Therefore, when a member, funder or contractor understands or suspects that a conflict of interest exists, they should bring this matter to the attention of the Board so corrective actions may be taken.

The Board has the responsibility of resolving the situation and proposing corrective action and following through with its implementation.

In cases when a conflict of interest is deliberately concealed or when a solution cannot be found, disciplinary action may be invoked up to and including termination.

6. Professionalism and Respect: The Baltic Initiative on European Reform upholds and promotes a culture of professionalism and respect, fostering courteous and professional behaviour among its staff, volunteers, and stakeholders. The organization is committed to cultivating a diverse and inclusive working environment that values and respects the contributions of all individuals.

7. Protection of Resources: The Baltic Initiative on European Reform underscores the importance of responsible and efficient use of the organization's resources. Any behaviour such as misappropriation, theft, or misuse of resources is against the principles of the organization. The protection and responsible stewardship of resources are among the direct duties of the Board and staff.

8. Confidentiality: The Baltic Initiative on European Reform values its partners and its intellectual products. The organisation members are requested to understand the importance of maintaining confidentiality of sensitive information.

9. Gifts and Donations: The Baltic Initiative on European Reform members are permitted to accept gifts under the condition that they are not considered bribery, and the donor does not seek any undue favours in return. The acceptance of gifts aligns with ethical standards, ensuring that the organization's integrity and impartiality are maintained at all times.

10. Social Responsibility: The Baltic Initiative on European Reform promotes environmentally and socially responsible practices, encourages engagement with the community and sustainable initiatives.