

**CODE OF ETHICS OF THE ORGANIZATION DEJME DĚTEM ŠANCI o.p.s., ICO 229 038 44
(hereinafter referred to as the organization)**

1. The organization DEJME DĚTEM ŠANCI o.p.s. carries out its activities in accordance with its Memorandum of Association and with its charitable nature. In its activities the organization acts in a decent, serious and credible manner. The organization's employees strive to ensure the quality of the provided services. The organization informs the public about its activities in a truthful and serious manner.
2. The organization's services are provided to children living in children's homes regardless of gender, race, colour, language, faith and religion, political or other opinions, national or social origin, association with a national or ethnic minority, sexual orientation, age, mental and physical defects, health status, etc., without discrimination, in accordance with the Memorandum of Association. The organization maintains information provided to it for its needs, and always keeps files of it in a manner to maintain the dignity of the persons to whom services are provided for by the organization.
3. The donated resources, whether financial or material, are used by the organization with the utmost efficacy and are administered with due diligence.
4. The organization shall inform its donors truthfully and completely about the facts related to providing the donation, especially regarding the determination of the donation purpose that the organization always complies with by fully respecting the will of the donor. The organization shall refuse the provided donation in case it is not able to use it with respect to its activities.
5. The collection of personal data of donors is carried out with their consent and in accordance with the Law on Protection of Personal Data and the registration of the organization at the Office for Personal Data Protection. The organization always respects the donor's wishes regarding their interest in getting published on the organization website www.dejmedetemsanci.cz.
6. Addresses of donors and their personal data are archived in accordance with the company registration at the Office for Personal Data Protection. The organization shall not provide the data to third parties without the consent of these entities, except according to statutory obligations.
7. The organization strives for maximum transparency regarding its activities incl. public announcement of donations and their further use. The organization makes it possible for the public to get acquainted with the Memorandum of Association and the organization's registration documents on its website and in its premises. The organization's Annual Reports truthfully inform as to the use of the donations made by the donors and provide an overview of the received donations and possible other payments for the benefit of the organization over the amount of CZK 10,000 for each contribution. The organization's Annual Reports also include the Balance Sheet and the Profit and Loss Account incl. detailed information on the activities of the organization. The organization's economic activities are verified by an independent auditor. The organization's Annual Reports are published on the organization website and in accordance with the Law on Public Benefit Organizations included in the collection of documents at the Municipal Court in Prague.
8. All organization employees as well as external staff are required to conform to this Code of Ethics with the contents of which they were made familiar. Ethical issues are regularly discussed at organization meetings. Final decisions are the right of the Board of Directors.

This Code of Ethics was adopted and approved by the Board of Directors of the organization
on 20th January 2014.

DEJME DĚTEM ŠANCI o.p.s.
JUDr. Marketa Vankova
Chairman of the Board

