



Code of Conduct

Background

The Rainbow Fund is a foundation which, according to its statutes, aims to financially help LGBTQI organizations worldwide, as well as individual LGBTQI people, preferably in countries where LGBTQI people are persecuted and harassed by authorities, police and religious institutions. The Rainbow Fund is to spread knowledge and drive influence to create social change and works with difficult and sensitive issues that can mean death threats and even imprisonment in many countries.

Purpose

The Code of Conduct, together with other policy documents, sets out the professional standards that Regnbågsfonden abides by. Board members, employees, volunteers, interns and long-term contractors who represents the organization (hereinafter referred to as employees and similar) are required to adhere to the Code of Conduct when representing Regnbågsfonden, including assignment on behalf of Regnbågsfonden.

Regnbågsfondens vision

Rainbow people all over the world should have full human liberties and democratic rights.

Regnbågsfondens mission

The purpose of the Rainbow Fund is to work with financing in support of competent organizations and projects in countries where rainbow persons are discriminated, persecuted and killed. Regnbågsfonden also works on impact projects in collaboration with other organizations.

Regnbågsfondens Values

- Our funds will not go to organizations or individuals who do not respect human rights and freedoms. These include racism, and antisemitism, sexism and children's rights.
- We are always credible, transparent and make the difference.
- The Fund must keep its own administrative costs to a minimum. As much money as possible should go to the projects.



- We do not compete with other organizations, but always seek cooperation.
- It should be fun to work at and together with Rainbow Fund

Scope

- Board members
- Employees
- Volunteers
- Interns
- Long-term contractors

Ethical principles

Regnbågsfonden apply standards of human rights, working conditions as well as standards for environment and anti-corruption.

Regnbågsfonden applies zero tolerance to financial irregularities and corrupt practices.

Regnbågsfondens work must be subject to a high level of business ethics. Extreme caution shall always be applied when offered different types of benefits associated with contact networking or public relations activities. If the benefit or favour is deemed improper, the recipient is guilty of bribery and the donor of corruption. In addition to dismissal, the issue of compensation also arises. Anyone who has influence in a case may find himself or herself exposed to attempted bribery.

Any employee or similar offered services, gifts or other favours, which might be considered improper, must contact the Chair of the Board.

Sexual exploitation and abuse

All forms of sexual exploitation and abuse are prohibited, as are all sexual contacts with children. Child is defined in accordance with the definition in the UN Convention on the Rights of the Child, any child under the age of 18. Mistaken belief in the age of a child is not a valid justification for the misconduct.

It is not acceptable to exchange money, employment, goods or services for any kind of sexual activity.

Diversity & Equality

We treat all people with equal respect regardless of gender, ethnicity, religion, age, disability, sexual orientation or gender identity. It is prohibited to commit any act or form of harassment and engage in any behaviour, deliberate or otherwise, that makes the recipient feel persecuted, vulnerable or powerless. Harassment that is related to



gender, gender identity or expression, ethnicity, nationality, religion or other belief, sexual orientation, disability or age is a form of discrimination.

Regnbågsfonden condemns all forms of discrimination by any employee or similar. We distance ourselves from sexual harassment, racist statements, child labor and illegal working conditions. In our projects and collaborations, we work actively to spread the word of equality and an inclusive society.

Responsibility and Quality

We take reasonable measures to ensure that all interactions with organizations we finance demonstrate respect and compliance with anticorruption and antibribery. Before entering a new partnership, a risk identification and assessment are made. When choosing organizations for projects and financing we set high and relevant quality requirements.

Decisions by Regnbågsfonden or for Regnbågsfonden must never be influenced by personal preferences, personal interests or relationships.

Environmental responsibility

We work to integrate our environmental work into our own operations as well as in to all our projects with partner organizations and collaborations. By being a proficient and proactive partner, we work for better choices and reduced negative environmental impact to promote sustainable development for us and our world. This includes, but are not limited to, when we travel, make purchases and produce material.

Working environment

Every employee and similar has a personal responsibility for health and the environment in their daily work and joint responsibility for maintaining a safe work environment. We maintain this by following routines, paying attention and promptly reporting any risks and/or threats to a healthy work environment. We work preventively to minimize the risk of accidents, occupational injuries and illnesses.