

CODE OF ETHICS: CIVIL ASSOCIATION ENGARRE

1. Mission and Core Principles

1.1. Engarre is a voluntary civic association registered with the Ministry of Interior of the Slovak Republic (**ID: 54 373 549**). In Tanzania, we operate as an officially registered non-governmental organization (**NGO Reg. No. I-NGO/R/5759**). Our mission is to support vulnerable communities in Tanzania by improving basic living conditions and building their economic self-reliance.

1.2. Our assistance is based on real needs identified in the field, not on theoretical models. We reject "desk-made" solutions and implement projects through direct personal presence in the field.

1.3. We respect the cultural identity and the rhythm of life of local communities. Our goal is equal partnership, not the creation of dependency.

2. Transparency and Financial Integrity

2.1. All financial and material resources are used exclusively to fulfill the association's goals in accordance with its Statutes.

2.2. We respect the applicable laws and regulations of the countries in which we operate – **the Slovak Republic and Tanzania**. All our activities comply with the terms of the granted Tanzanian NGO license.

2.3. We do not accept donations from entities whose activities are in conflict with moral values, ethics, or applicable legislation.

2.4. We are committed to complete transparency toward our donors regarding costs and the specific results of our work.

3. Justice, Equality, and Equal Access

3.1. Aid is provided based on the level of need and the active participation of recipients, regardless of their political or religious beliefs.

3.2. **We promote equal opportunities for all members of the community. Our activities focus on inclusive development that respects the dignity of every human being without distinction.**

3.3. We reject any form of discrimination, manipulation, aggression, or abuse of power in any form.

3.4. The benefit of an individual or a group must never be achieved at the expense of another person or community.

4. Sustainability and Responsibility

4.1. We plan projects to ensure long-term sustainability and the gradual independence of the community from external aid.

4.2. We accept full responsibility for the environmental impact of our activities in the target regions.

4.3. Every member and partner of Engarre acts with the awareness that their behavior directly represents the reputation of the organization in Slovakia and abroad.

5. Professional and Community Relations

5.1. The foundation of our work is honest communication and mutual trust between the Slovak team, Tanzanian partners, and the end community.

5.2. Conflicts are resolved constructively and openly with the aim of finding the best solution for the project's sustainability.

5.3. We maintain confidentiality and protect the personal data of all parties involved in accordance with applicable standards (GDPR).

6. Commitment and Implementation

6.1. Compliance with this Code is mandatory for all members, volunteers, and contractual partners of Engarre.

6.2. Violation of these principles may result in immediate termination of cooperation or expulsion from the association.

6.3. The Executive Board (Council) of Engarre is responsible for overseeing compliance with this Code.

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