

SPANISH RED CROSS CODE OF CONDUCT

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0. INTRODUCTION

The general mission of the Spanish Red Cross is the promotion and application of the Fundamental Principles of the International Red Cross and Red Crescent Movement, by means of the development of actions oriented to the attainment of the specific aims of the Institution, based on the attention to vulnerable people and groups.

The approval of the Code of Conduct of the Spanish Red Cross responds to the resolute initiative of the Institution to apply policies and strategies that ensure a management of the resources, which is most capable, transparent and adapted to ethical principles and exigencies, with the aim of obtaining effective and complete humanitarian action.

This initiative falls within the process, “Our Federation of the Future. Work together for a better tomorrow”, one of whose objectives is to obtain a Federation of the Red Cross and Red Crescent Societies which functions well, and is firmly committed to quality, excellence, accountability, and integrity. It is also supported in the *Strategy 2010: “Well-functioning National Societies”*, adopted by the International Federation of the Red Cross and Red Crescent, in order to provide a series of indicators that allow the action of the National Societies of the Red Cross and Red Crescent to be measured in order to guarantee, in all dimensions, the quality of its management.

The adoption of measures aimed at achieving full managerial efficiency was also the central axis of the V General Assembly of the Institution, in which the achievement of a more effective and efficient Institution, to attend to its humanitarian commitment with the most vulnerable people, was approved as a general mission of the Spanish Red Cross for the present decade.

The current Spanish Red Cross Code of Conduct was approved as an advance in the common goal of integrity and self-regulation, under a voluntary exercise of responsibility and transparency, essential characteristics of action within the humanitarian field.

This Code of Conduct also attempts to respond to the recent demands for transparency and quality, which society requests of humanitarian organisations, of development of the so-called third sector, and, to justify the correct perception that the actions of the Spanish Red Cross are motivated by solidarity, and carried out with independence, neutrality and impartiality.

1.- OBJECT OF THE CODE

The purpose of this Code of Conduct is to regulate the values and principles that will preside over the institutional and personal actions of the people who hold positions of responsibility within the Spanish Red Cross, and the organisations linked to it, to ensure that they are carried out according to ethical and integrity guidelines which guarantee a responsible and effective operation of the

Institution, within the framework of the Fundamental Principles of the International Red Cross and Red Crescent Movement, adopted in its XX and XXV International Conferences of 1965 and 1986.

2.- REGULATORY FRAMEWORK

The current Code has been developed and produced in conformity with the effective regulations, in particular with:

- Royal Decree 415/1996, dated 1 March, modified by Royal Decree 2219/1996, dated 11 October, which establishes the rules of management of the Spanish Red Cross.
- The Statutes of the Spanish Red Cross, were approved by the Extraordinary General Assembly of the Institution of 28 June 1997, and published in the Official State Bulletin of 17 September of the same year. These were then modified by the IV General Assembly at its meeting of 15 March 1999 and published by the Order of the Ministry of Work and Social Affairs of 24 April 2000. These were further modified by the General Assembly at the Extraordinary Meeting of 22 July 2006, the same being published by the Order of the Ministry of Work and Social Affairs of 26 September 2006.
- The General Organic Regulation of the Spanish Red Cross was approved by the National Committee at its meeting of 29 July 1998 and modified by the National Committee at its meeting of 22 July 2006.

3. - SCOPE OF APPLICATION

The current Code is applicable to the following people linked to the Spanish Red Cross, regardless of the voluntary or paid character of their positions:

- 3.1. Members of the Governing Bodies of the Spanish Red Cross: The Members of the General Assembly, the National Committee, the Autonomous Committees, the Provincial Committees and the Local, District and Island Committees.
- 3.2. Executive positions of the Spanish Red Cross: The people who occupy the positions of President, Vice-Presidents, Secretary General and Co-ordinator General of the Institution, the Presidents and Vice-Presidents of the Autonomous, Provincial, Local, District and Island Committees, the Secretaries and the Co-ordinators of the Autonomous and Provincial Committees.
- 3.3 National, Autonomous and Provincial Directors of the Spanish Red Cross. Managers of the Spanish Red Cross: Managers of the different areas of action and programmes at national, autonomic, provincial and local level.
- 3.4. Members of the Advisory and Control Bodies of the Spanish Red Cross: The Members of the National, Autonomous and Provincial Commissions.

3.5. International Delegates of the Spanish Red Cross.

3.6. Members of the Governing Bodies and Executive positions of the Centres and Establishments, managed in accordance with the General Regulation of the Institution and constituted by the Spanish Red Cross, by virtue of Article 64 of the General Organic Regulation.

The Good Governance Commission will have an up-to-date listing of the Centres and Establishments constituted by the Spanish Red Cross that are subject to the General Regulations of the Institution.

3.7. Members of the Governing Bodies and Executive positions of the Centres and Establishments with a special management regime, constituted by the Spanish Red Cross by virtue of Article 66, in relation to Article 64, of the General Organic Regulation.

The Good Governance Commission will have an up-to-date listing of the Centres and Establishments constituted by the Spanish Red Cross with a Special Management Regime.

In the event that any of these Centres are managed concurrently with public or private entities, the application of the Principles and Standards of Conduct, established in this Code, will be promoted by the Spanish Red Cross and this will be applicable to the Members of the Governing Bodies and Executive positions, contracted or designated by the Spanish Red Cross.

3.8. Members of the Governing Bodies and Executive positions of Not-For-Profit Foundations, Associations and Organisations constituted by the Spanish Red Cross.

The Good Governance Commission will have an up-to-date listing of the Not-For-Profit Foundations, Associations and Organisations constituted by the Spanish Red Cross.

In the case whereby some of these Foundations, Associations and Organisations are managed concurrently with public or private entities, the application of the Principles and Standards of Conduct, established in this Code, will be promoted by the Spanish Red Cross and this will be applicable to the Members of the Governing Bodies and Executive positions, contracted or designated by the Institution.

3.9. Representatives of the Spanish Red Cross in Governing Bodies and Executive positions of civil or mercantile societies, in which they have a shareholding, at National or International level.

The Good Governance Commission will have an updated listing of the civil or mercantile societies, at National or International level, in which the Spanish Red Cross has representation in Governing Bodies or Executive positions.

- 3.10. The people who perform functions as external advisers of some of the Spanish Red Cross Commissions are subject to the Code of Conduct during the exercise of these functions.

In those not-for-profit Foundations, Associations and Organisations, as well as in those societies in which the Spanish Red Cross participates, the approval of a Code of Conduct which contains Principles and Standards of Action, with content similar to the current Code, will be proposed to the corresponding Governing and Management Bodies.

4. - FUNDAMENTAL PRINCIPLES OF THE RED CROSS AND RED CRESCENT

The Fundamental Principles are the ideology of the International Red Cross and Red Crescent Movement and the cornerstone of the Code of Conduct. They constitute the signs of identity of the Institution in all the spheres and levels of action, and are therefore configured as the basic values that must govern the action of the people, linked to the Institution, in the performance of their functions.

Humanity

The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavours, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, co-operation and lasting peace amongst all peoples.

The Principle of Humanity establishes the imperative objective of the Institution, “**To prevent and alleviate human suffering wherever it may be found**”, and is the maximum expression of the commitment of the Movement to the defence of human rights.

This Principle is based on the essential and superior value of the person, endowed with dignity and inviolable rights, and in solidarity with all those who suffer.

Impartiality

The Movement makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavours to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

The recognition of the essential and equal dignity of all human beings gives rise to the requirement of non-discrimination for reasons of race, gender, religion, social condition, political belief or ideology. This principle supposes the non-application of unfavourable distinctions through the mere fact of belonging to a certain category, and demands fighting all prejudice and acting only in accordance with the facts, in order to do so, without personal preferences, or preconceived ideas.

Neutrality

In order to continue to enjoy the confidence of all, the Movement may not take sides in hostilities or engage, at any time, in controversies of a political, racial, religious or ideological nature.

While respecting the civil, political and social rights of all people, the Movement abstains from taking part in any type of political, racial, religious or ideological controversy.

Neutrality means not entering into controversies, in order to be able to act, at all times, and in all places. In this sense, neutrality is a guarantee of action and, being neutral, must never be confused with being indifferent, since the neutrality of the RED CROSS must be always accompanied by a decided stance, in favour of the most vulnerable.

Independence

The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments, and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able, at all times, to act in accordance with the principles of the Movement.

Independence supposes:

- Being against all political, ideological or economic interference.
- Not being an instrument of governmental policy.
- Independence before public opinion.
- Freedom of action.

At the same time, the Institution complements the public authorities in as much as:

- The National Societies are recognised by the States.
- Its action complements those developed by the public authorities covering those areas, which the different Administrations cannot reach, always with the autonomy necessary to fulfil the Fundamental Principles and the power to decide which actions to take, and which not.

The Independence of the Institution is guaranteed, in practice, with a democratic internal operation, being open to all, with diverse sources of financing and a great variety of actions.

This independence helps the people linked to the Institution to be freer to act for the dignity, well-being and defence of the weakest members of society and to understand the commitment and responsibility adopted with the Institution.

Voluntary character

It is a voluntary relief movement not prompted in any manner by desire for gain.

The Red Cross is an association of volunteers, which is why Volunteering forms the very essence of the Institution.

The relationship of the volunteer with the activity they undertake in the Red Cross entails:

- Personal involvement.
- Acceptance of the Fundamental Principles.
- Free and selfless service.
- Free commitment to develop a voluntary activity within the field of action of the Red Cross.
- Participation in the community to improve the living conditions of their peers.

Voluntary participation is co-operative, that is, it attempts to achieve a greater level of humanisation of society, through co-operation between the different actors and social factors.

Unity

There can be only one Red Cross or one Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.

There can only be one National Society per country and must extend its action throughout the territory and to be open to all. The National Society of the Red Cross cannot be diluted into independent organisations, and must maintain due institutional coherence in its organisation and operation.

The awareness of the belonging to a single large institution, spread throughout the world and throughout the national territory, is a stimulus for all Members of the Red Cross for the fulfilment of the standards and guidelines that emanate from its principles and from its resolutions and agreements adopted by the competent bodies of the Institution.

Universality

The International Red Cross and Red Crescent Movement, in which all Societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.

The Movement has a global vocation and aspires to extend its action to the whole world, but at the same time, this universality implies that all National Societies, from the largest and most developed, to the smallest, have the same rights and duties within the Movement and the duty to support each other.

5.- STANDARDS OF CONDUCT

Ethical conduct:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, will always act with ethics and integrity, and in no case will they develop activities contrary to the Fundamental Principles or to the humanitarian commitment of the Institution.

They will not be able to use the name, assets or resources of the Spanish Red Cross for their own benefit or personal purposes, nor to use their condition to obtain privileges or benefits. Neither will they be able to give, nor receive, any type of commission, as a result of the activities that they undertake in the Institution.

When they have access to the resources of the Institution in the performance of their functions, they will use them in an economical, frugal, prudent and discreet manner, avoiding superfluous and unnecessary expenses. The National Committee will establish the specific rules for the execution of expenses from the budgets of the Institution.

Legality:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, will comply with the Statutes and the General Organic Regulation, as well as with the rules of the Institution that are dictated by the appropriate competent bodies, and that are applicable in their specific field of action.

Loyalty and good faith:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, will always adjust their action to the principles of good faith, loyalty and respect towards the Institution, higher bodies and, generally, all the volunteers and professionals in the service of the Institution.

They will communicate to the Spanish Red Cross, prior to its coming into effect, the acceptance of any position or appointment, outside the Institution, that may affect their ethical commitment to the Spanish Red Cross.

Loyalty also entails the adherence to the principle of hierarchy and the commitment to refer any irregularity detected in the administration and management of the Spanish Red Cross, to the immediately superior Governing Body or management position.

Commitment, efficiency and participation:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, will maintain an active and responsible commitment to obtain the fulfilment of the objectives marked by the Institution, acting with diligence and efficiency, in the exercise of their functions.

This efficient and diligent conduct is based on the assumption of the faculties and duties of collecting and obtaining all the necessary information to be able to adjust their action to the imposed requirements, as well as to achieve and maintain adequate training for the position held.

Similarly, the efficient and diligent conduct of the Governing Bodies implicitly entails the ability and duty of its members to attend the meetings held by these Bodies.

In order to promote the participation of the Members of the Institution in its management and governance, the Presidents of the Bodies, in all spheres, will promote the periodic renovation of the positions, through electoral processes.

Motivation and promotion of volunteering:

With the Spanish Red Cross being an association of volunteers, the people linked to it, and subject to this Code, will be responsible for promoting and motivating volunteering, so that the interested people can come to know and value the role they are called upon to play, in the development of a society that, without their solidarity and independent action, would lack an essential articulation element in today's world.

Co-operation and solidarity:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, will promote solidarity and co-operation between everybody involved with the Institution, and will favour co-operative relationships with other not-for-profit humanitarian organisations, within the sphere of their responsibilities.

Abstention in case of conflict of interests:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, will act, taking into account the interests of the Institution, and in the performance of their function, they will refrain from intervening in matters in which the existence of a significant, family, professional, commercial, or similar link, could compromise their ability to exercise their functions impartially and for the benefit of the objectives of the Spanish Red Cross.

In the case of a conflict of interest in the performance of their function, the Members of the Governing Bodies and of the Advisory and Control Bodies, will report this circumstance to the Body to which they pertain, through its President, with that Body arranging what is appropriate for that situation. Similarly, the Executive positions, Directors, Managers and International Delegates, when faced with a conflict of interest in the performance of their function, will report this circumstance to their hierarchical superiors.

Transparency and integrity of information:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, are obliged to ensure that the information for which they are responsible, is truthful, and completely reflects the reality of the activities undertaken.

Confidentiality:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, are obliged not to disclose the confidential information to which they have had access, due to their activity, even after they have ceased to be linked to the Institution.

They also assume the obligation not to make use of the confidential information for private purposes including, during the first five years, after they have ceased to be linked to the Institution.

Prohibition of unfair competition:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, will not carry out acts of unfair competition, by using the information and knowledge acquired in the activities or services carried out by the Spanish Red Cross, for their own purposes and for profitable purposes.

Occupational Risk Prevention:

People linked to the Spanish Red Cross, and subject to the prescriptions of this Code, will fulfil the measures adopted by the Institution in the matter of health and safety at work, and the management positions will ensure that the people who depend functionally on them, undertake their activity in safe and hygienic conditions.

6. - PRINCIPLES THAT GOVERN THE ASSOCIATIONS OF THE SPANISH RED CROSS WITH COMPANIES

The Spanish Red Cross establishes associations with companies to promote their contribution, on the one hand, to the protection and improvement of the lives of vulnerable people in countries where they have commercial interests, and, on the other, to raising awareness about the Mission and principles of the Institution.

Through collaboration with the business world, the Spanish Red Cross will seek to encourage companies to adopt policies of social responsibility and sustainable development.

Within the general objective of maximising the opportunities for the Institution to collaborate with the business sector, the current principles are dictated to ensure at the same time the protection of the values, reputation and integrity of the Spanish Red Cross. These principles will only apply to relationships with companies in which the Spanish Red Cross grants the company the opportunity

of using its name, emblem and image, in its communications and advertising.

In this regard, and in order to ensure the protection of the values, principles and mandates on which the Spanish Red Cross action is based, it is an essential requirement that the aforementioned companies comply with ethical criteria. In general, there will be no collaboration with companies that carry out activities, contrary to the objectives and principles of the Spanish Red Cross.

In particular, there will be no associations agreements with companies which:

- Are dedicated, at whatever level, to the manufacture or sale of military armaments, or to the manufacture or sale of their ammunition.
- Do not respect internationally recognised regulations, or those proclaimed under the Spanish Constitution, in the matter of human rights, employment rights, non-discrimination and protection of health and the environment.
- Use child labour.
- Have, as a commercial activity, with prior verification of the Good Governance Commission, the manufacture or direct sale of products harmful to health.
- Do not respect International Humanitarian Law.
- Have commercial interests, which could hinder the operational capacity of any component of the International Red Cross and Red Crescent Movement.
- Carry out commercial practices that contribute to the provocation of armed conflicts, natural disasters or environmental deterioration.
- Do not respect the local or national laws and regulations of the countries in which they carry out their activity.
- Are involved in public controversies that could undermine the reputation, image and emblems of the International Red Cross and Red Crescent Movement.

These associations with companies will have to report a material, financial or welfare performance to the Spanish Red Cross, without putting its independence in danger.

Collaboration with a company does not imply in any way that the Spanish Red Cross guarantees, or is responsible in any way, for its behaviour or, in particular, for its products, policies or services.

In no case may the protective and indicative use of the emblem of the Institution be compromised, and all contracts and partnerships with companies must respect the requirements of the Regulation on the use of the emblems.

The Spanish Red Cross will reserve the right to annul the contract that links it with a company at any time if the activities of that company do not respect the ethical criteria established by the Spanish Red Cross in this section, or they jeopardize, in any way, the respect and prestige due to its emblem.

7.- PRINCIPLES THAT GOVERN THE SELECTION OF REGULAR SUPPLIERS OF THE SPANISH RED CROSS

As a general rule, the relationships of the Spanish Red Cross with regular suppliers will be channelled through tender or contests, according to the criteria and limits established in the annual budget execution rules, as a means to guarantee transparency in contracting and the respect for the principles of equality, concurrence and technical evaluation.

In the development of its activity, and whenever possible, the Spanish Red Cross will give priority to the selection and contracting of suppliers that fulfil, or have the intention to fulfil, the ten principles of the United Nations Global Compact. This requirement will also be applied in the case of sub-contracting.

The Global Compact is a voluntary initiative of companies, labour organisations, NGOs, and other agents of civil society, so that the policies and practices of the companies introduce a series of principles of corporate civic responsibility, with the aim of meeting the challenge of a comprehensive and sustainable global economy, in accordance with the United Nations Millennium Development Goals.

The regular suppliers of the Spanish Red Cross must fulfil the following ten principles of the Global Compact:

- Support and respect the protection of internationally proclaimed human rights within their sphere of influence.
- Ensure they are not complicit in human rights abuses.
- Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Support the elimination of all forms of forced and compulsory labour.
- Support the effective abolition of child labour.
- Support the elimination of discrimination with respect to employment and occupation.
- Support a precautionary approach to environmental challenges.
- Undertake initiatives to promote greater environmental responsibility.
- Encourage the development and dissemination of environmentally friendly technologies.
- Work against corruption, in all its forms, including extortion and bribery.

The Spanish Red Cross will request, from its regular suppliers, a prior declaration of being free of the prohibitions to contract with the Public Administration, as established under the current legislation, and of being up to date in their fiscal, employment, social security and environmental protection obligations that are applicable, according to law.

The Spanish Red Cross will reserve the right to annul the contract that links it with a company, at any time, if the activities of that company do not respect the ethical criteria established by the Spanish Red Cross in this section, or they jeopardize, in any way, the respect and prestige due to its name and emblem.

8.- PRINCIPLES THAT GOVERN THE SELECTION OF SPANISH RED CROSS PERSONNEL AND THE RELATIONSHIPS WITH ITS EMPLOYEES

The Spanish Red Cross will maintain a policy based on the general principles of objectivity, non-discrimination and equal opportunity in its processes of selection and hiring of personnel, guaranteeing equal access to employment for minority groups.

In this regard, the selection, allocation of jobs and the promotion of personnel, at all levels, will be made based on capability, qualification, knowledge and experience, always ensuring that there is no distinction, exclusion or preference, based on other issues.

Regardless of the foregoing, the Spanish Red Cross will favour the hiring of people belonging to groups with difficulties in accessing employment, reserving jobs for people from within these groups.

The personnel in the service of the Institution must express their adherence and commitment to its goals, and to the ideology set forth in the Fundamental Principles of the Red Cross and Red Crescent.

The recruitment files that facilitate transparency in the application of the principles, set forth for the path followed by the Institution in this regard, will be kept up to date.

All employees of the Institution will be entitled to fair and respectful treatment by their superiors, colleagues and subordinates, and discrimination and harassment will not be tolerated, for any reason.

With reference to the actions of the Institution carried out in third countries, local workers will be hired preferentially, in order to reduce the need for hiring foreign workers.

9.- PRINCIPLES THAT GOVERN THE ACCOMPLISHMENT OF TEMPORARY INVESTMENTS BY THE SPANISH RED CROSS IN TRANSFERABLE SECURITIES AND FINANCIAL STOCK MARKET INSTRUMENTS

In the accomplishment of its temporary investments, the Spanish Red Cross will maintain the same ethical criteria established for its associations with companies, not investing in shares of companies that do not respect these criteria. As far as possible, the temporary investments will be channelled through ethical financial instruments, and must be transparent and compatible with the objectives and Fundamental Principles of the Spanish Red Cross.

The Spanish Red Cross, in the application of the Directives for the Accomplishment of Investments of the International Federation of Red Cross and Red Crescent Societies, and of the Agreement of the Council of the National Securities Market Commission of 20 November 2004, will apply the principles of designation of experts for the selection of investments, diversification of shares, minimisation of risk, and non-speculation in their investments in transferable securities and financial instruments of the Stock Market.

10.- PRINCIPLES THAT GOVERN FUND-RAISING BY THE SPANISH RED CROSS

The current principles that regulate fund-raising are dictated in the application of the Fundraising Policy of the International Federation of Red Cross and Red Crescent Societies, approved on 25 November 1997:

- Fund-raising activities will be always be carried out with fairness, honesty, integrity and frankness.
- Fund-raising actions will always be adjusted to the principles and values of the Spanish Red Cross and to the applicable laws and regulations.
- The Spanish Red Cross will have responsibilities to those from whom it receives funds, and will not use messages or illustrations that compromise the dignity of any person, in any way.
- The donors have the right to receive complete and timely information on the way in which their funds are used.
- All the funds that are collected will be destined to the purpose for which they were obtained, within a reasonable time-frame.
- Fund-raising costs must always represent a reasonable percentage of the income. The National Committee, with the advice of the Finance Commission, will approve the limits for fund-raising costs.
- The method of accounting applied by the Institution will be used to record and control the donations.
- Exact reports will be periodically made available to donors and the general public, and include the amounts collected, the manner in which they have been spent, and the net proportion used for the purpose or cause.

11.- COMMUNICATION AND PUBLICITY POLICY

The Spanish Red Cross will act with responsibility and transparency in its awareness and fund-raising campaigns, as well as in the information sent to the public and social media.

In this regard, in its actions of communication and publicity, the Spanish Red Cross will:

- Promote the values and Fundamental Principles of the Institution.
- Promote the knowledge of the reality of the people in situations of vulnerability, exclusion and suffering.
- Place the groups and situations targeted by its actions as protagonists, and not the Institution or its members.
- Always use real and true information and, under no circumstance, use messages or images that are misleading or which lead to confusion.
- Have absolute respect for the dignity of individuals and peoples, avoiding any type of discrimination.
- Avoid messages and images that seek to pressurise or blame its recipients, which generalizes and are discriminatory.
- Not be associated with any advertising campaign that strengthens and promotes the consumption of health damaging products, such as tobacco or distilled alcohol.
- Promote collaboration with the media.

12.- ENVIRONMENTAL INTERVENTION AND RESPONSIBILITY

12.1.- Environmental intervention:

The Spanish Red Cross will intervene in cases of natural catastrophes and environmental deterioration, and will undertake specific activities for the protection and improvement of the environment, by means of actions aimed at avoiding environmental impacts, to promote the conservation of biodiversity, and to promote the improvement of environmental quality.

Also, the intervention of the Spanish Red Cross in the sustainable preservation of the environment will consist of undertaking projects that pursue environmental education and awareness, including the dissemination of awareness campaigns and the programming of meetings, conferences and workshops on environmental education.

12.2.- Environmental responsibility:

In accordance with the environmental principles of the United Nations Global Compact, action in this respect will focus on the adoption and pursuit of measures within the activity of the Institution, that guarantee they will not cause environmental damage and which entail responsible consumption of energy resources and the separation, reuse and recycling of waste and materials.

13.- INTERPRETATION AND MONITORING OF THE CODE OF CONDUCT

The Good Governance Commission will be the body responsible for the interpretation and monitoring of the Code of Conduct.

The functions of the Good Governance Commission will be the following:

- To establish criteria and guidelines of good governance for the Spanish Red Cross in an ethical framework, in agreement with the Fundamental Principles of the Institution, in order to maintain, and increase, the levels of self-responsibility, loyalty, diligence and transparency, in the actions of the Governing Bodies and Executive positions of the Institution.
- To supervise the application of the Code of Conduct and to produce periodic reports on the degree of fulfilment of the Standards of Conduct and its policies.
- To propose the review and update of the Code.
- To give advice in the matter of good governance to the President of the Spanish Red Cross and to the National Committee.
- To report to the National Commission on Guarantees of Rights and Duties, at its request, on the conformity or non-conformity of the conduct of Members of the Spanish Red Cross with the provisions of the Code.

The Good Governance Commission will be composed of a minimum of three, and a maximum of five, members, designated by the National Committee of the Spanish Red Cross, following a proposal by the President of the Institution. Its mandate will last for six years.

The Commission will establish its working plan and the operational objectives that will direct its activity. For the development of its functions, the Commission will have the information and means that it requests, being able to require the collaboration of the Governing Bodies and Executive positions of the Institution for that purpose.

14. - ENTRY INTO FORCE AND FULFILMENT OF THE CODE OF CONDUCT

The current Code of Conduct will enter in force once it is approved by the National Committee of the Spanish Red Cross, and will have to be published in the Magazine “Red Cross”, and appear on the webpage of the Institution.

Once approved, it will be communicated to the persons linked to the Spanish Red Cross, subject to the requirements of this Code. The President of the Spanish Red Cross, and the autonomous, provincial and local Presidents, will be responsible for such communication and dissemination of the Code, within their respective territorial areas.

From the entry into force of this Code, employment contracts formalised by the Spanish Red Cross, with the persons subject to the prescriptions contained therein, will include it as part of their content.

The Code of Conduct has an obligatory character.

Failure to comply with the Code by Members of the Spanish Red Cross will give rise to the application of the Disciplinary Regime, established in Chapter III of the General Organic Regulation.

Application to persons with an employment relationship, subject to the Code:

Failure to comply with the Code by subject persons who maintain an employment relationship with the Institution will result in the application of the Disciplinary Regime, provided for in the Workers' Statute, and the corresponding Collective Agreement.

Failure to comply with this Code will be considered as an assumption of loss of confidence, in order to terminate the employment relationship, by the Spanish Red Cross, with the subject persons.

Madrid, 20 December 2006