



Code of Ethical Conduct & Governance of the Global Indian Organisation (GIO)

This document contains two codes of conduct: Ethical & Governance

Document Control

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Signed by:

(Full name & Constitutional title of Two Appointed Officials)

Code of Ethical Conduct

To be personally signed by every Board & Council Member.

Our partners expect us to be a reliable partner and expect us to do diaspora representation and service the right way. Our diaspora service is built on trust and honesty. This Code of Conduct expresses our personal commitment to earn this trust every day, in each community and in all of our activities. It reflects our values through clear and simple direction for all of our team members, experts and partners anywhere globally where we are active. This Code of Conduct shows what we want to be and how we want to act on that.

Code of Ethical Conduct

- We personally set the example for each other and our stakeholders by being honest and fair.
- We disclose any conflicts of interests that might influence our business judgment and avoid any appearance of impropriety in our dealings with others.
- Within GIO we are partners in promoting a culture of integrity through mutual respect, trust in each other and high standards of ethics.
- Within GIO we hold each other accountable to this code, and if we become aware of potential violations, we promptly report them and communicate in a transparent manner.

Mission & Vision

The starting point of everything we do is our mission and vision.

Mission: to be the leading authority on international Diaspora community relations; to represent, and add tangible value for its members and to be the principal influencer for all its stakeholders.

Vision: GIO informs the overseas Indian community on relevant topics, inspires its members by facilitating a committed network and protects the interests of the Overseas Indian network by influencing stakeholders through lobby activities, whether its in events, lectures, round table, trade events or policy advisory to international and local institutions.

Values

In our actions and behaviour, we realize that the mission is what drives us. These four (4) core values describe the identity of GIO and serve as the basis for all work performed:

- Pro-active – take initiatives in the Board and with relevant stakeholders
- Independent – have a free mind and no interference with other business
- Result driven – make it work, concrete actions with added value to members
- Compliant with the constitution and its membership requirements

Principles

In addition, the following principles apply to all people working for or on behalf of GIO:

- Contribute to the vision of GIO, using all of your talents and skills. Our growth and success depend on the opinions and input of each individual. Be seen and heard frequently as a professional representative and ambassador of GIO
- Set clear and realistic targets for GIO and for yourself and realize these within the agreed time, standards and conditions.
- Always show respect for your discussion partners. Understand and consider their values, standards and the unwritten codes and rules of behaviour.
- Do not be afraid of challenging others by asking questions. But do focus on ideas rather than on opinions.
- The goal is not to be in constant agreement with one another, but to gain a deeper understanding of each other.
- Be aware of your body language and non-verbal expressions. These are just as important as words.
- Retain your integrity at all times and treat the data that belongs to GIO with care and confidentially.
- When GIO members in lieu of holding an official GIO role or title, receive so-called free bees (tickets, donations, grants or any other kind of value adding benefit), the Executive Committee (Board) should be notified before accepting an kind of benefit.
- No regional or international agreement and/or partnership or communication or allegiance involving GIO should be executed unless approved and authorised by the Executive Board & Executive Council (including approved or rejected on Regional or Council level with notification the members of the Board and Council).

Violations

Violations of our Code of Ethical Conduct will be addressed to the violator with the aim to understand the reason for doing so and to find ways to improve. GIO will not accept any structural violation and will take appropriate measures to safeguard the Code of Ethical Conduct. We want to be proud not only of what we achieve but also of the way we achieve it.

Code of Governance

The purpose of this Code of Governance is to state basic principles which will guide the Members of the GIO's Governing Executive committee & The GIO Executive council officials in carrying out their responsibilities:

1. Maintaining the integrity of the GIO and working in its best interest will be the overriding consideration for the Members and officials of GIO. They should have access to accurate, relevant and timely information for this purpose.
2. Acting in good faith, with due diligence and care in the best interest of GIO.
3. Monitoring and managing potential conflicts of interest of management, Executive committee, council and all GIO Members, including misuse of assets and abuse in related party transactions.
4. Ensuring the integrity of GIO's accounting and financial reporting systems.
5. Ensuring a formal and transparent board nomination and election process.
6. Defining clearly and disclosing the mandate, composition and working procedures for the committees established by the Executive Committee.
7. Not benefiting from their position beyond what is allowed by the governing document and the law.
8. Identifying and declaring any potential conflicts of interests affecting them, including conflicting loyalties which may arise when they are appointed as representatives of other organizations.
9. Being open, responsive and accountable to the members.
10. The GIO Executive Committee should encourage the engagement of the members in the Chamber's long term planning and vision.

This Code of Governance will be reviewed every two years by the Executive Council of GIO at its regular meeting, with the Executive Committee to enforce compliancy.

In case of any conflict between this code of governance and the constitution of the GIO, the constitution will prevail.

Signature of the GIO Official
Name & GIO Title:
Signature:.....