

Code of Conduct

Our partners expect us to be a reliable partner and expect us to do business the right way. Our business is built on trust. 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. Both in the Netherlands and in India. This Code of Conduct shows what we want to be and how we want to act on that.

Code of 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.
- We are partners in promoting a culture of integrity through mutual respect, trust in each other and high standards of ethics.
- We hold each other accountable to this code, and if we become aware of potential violations, we promptly report them.

Mission

The starting point of everything we do is our goal : Creating one million jobs for women in rural India.

Values

In our actions and behavior, we realize that the mission is what drives us. These three core values describe the identity of Women on Wings and serve as the basis for all work performed:

- Living up to: we do what we say, are proactive, disciplined and take ownership to get the job done.
- Equality: We respect all, offer freedom of expression and equal opportunities.
- Energetic: We have passion for the heart of the matter. We inspire and challenge ourselves and others.

Principles

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

- Contribute to the mission of Women on Wings, 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 Women on Wings.

- Set clear and realistic targets for Women on Wings 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 behavior.
- 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 the Women on Wings organization with care and confidentiality.

Violations

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

Name

date

Signature

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