



Mensajeros
de la Paz



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Mensajeros de la Paz

ETHICAL CODE

A BETTER WORLD IS POSSIBLE

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VOLUN
MSAJEROS

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1.- OPEN LETTER FROM FATHER ANGEL: OUR VALUES

Dear friends.

Since the origins of Mensajeros de la Paz, we have worked tirelessly both in Spain and in other countries. 76 countries around the world, promoting projects that contribute to improving the quality of life of the most vulnerable and excluded people in our society, while promoting their empowerment, so that they defend their rights and dignity.

Today we have no doubt that we are a network of organizations and collaborators that work together as “Mensajeros de la Paz” because we firmly believe that, with everyone's work, a better world is possible.

We have been sharing the same vision, the same values, the same passion and the same commitment for more than 60 years in favor of people who have less. In all these years, society has evolved a lot, so we have been working with the different social realities that Spain and the rest of the world have had. This has made us introduce changes that we implement year after year to be able to adapt to new times, but always being faithful to those initial values that guide us to be able to fulfill our mission and our objectives.

Furthermore, the vulnerability of the people we work for makes it necessary to further increase the level of demand and control of our actions and guarantee the protection of people.

It is with great enthusiasm that we share with you this ETHICAL CODE that will help us work in accordance with the values and principles that we have always followed, guiding us when facing possible ethical dilemmas.

It is everyone's responsibility to consolidate this legacy by firmly ensuring the ethics and integrity of our own actions in accordance with human rights and the criteria of social justice, in a climate of collaboration and mutual respect.

For all these reasons, this Code of Ethics must be known, internalized, consulted and promoted by all the people who make up this great family that is Mensajeros de la Paz, so that it guides our decision-making and our actions.

Thank you for continuing to help us promote the spirit that gave rise to Mensajeros de la Paz.

A hug.

Father Angel.

President and founder

Sergio Mella

General Director



2.- INTRODUCTION. OBJECTIVES OF THIS CODE OF ETHICS

Mensajeros de la Paz is a non-profit and secular organization, which was created in 1962 by Father Ángel García Rodríguez.

The mission of Mensajeros de la Paz is to promote the human and social promotion of the most disadvantaged groups in society. Through its projects and campaigns, it seeks to achieve peace and harmony between people, awakening solidarity between different peoples and cultures and providing assistance to the most disadvantaged in society.

This Code of Ethics is created to strengthen our entity's commitment to society from within. Those of us who are part of Mensajeros de la Paz must guarantee that all our actions are guided by social commitment. This means that everything we do, say and be when we are part of Mensajeros de la Paz is expressed in a complete and honest way.

This Code is written to reinforce our commitment to the message of the founder of our entity, Father Ángel, and to the most disadvantaged. It does not reflect all the situations that we may encounter in our daily lives, but it serves to guarantee what our values are in any situation.



3.- TO WHOM DOES THIS CODE OF ETHICS APPLY?

This Code of Ethics applies to all members who are part of the Network of Mensajeros de la Paz entities, both nationally and internationally and regardless of their role and responsibility. In particular, all workers, volunteers, Board members, collaborators and suppliers, as well as cooperating entities, must follow and comply with it.

This Code is not limited to nationality or any other condition; It applies to all of us equally. Therefore, everyone who is part of the universe of Mensajeros de la Paz must know, comply with and enforce this Code.



4.- MISSION OF MENSAJEROS DE LA PAZ

Our mission is to accompany people from the most vulnerable groups towards a self-sufficient future.

Fundamentally, we aim to ensure that people who are part of the most vulnerable or disadvantaged groups feel that there is hope. A hope based on the generosity, collaboration, closeness and humanity of our society.

We want to contribute to forming a supportive community of exchange of values and capabilities, based on dignity, equality and mutual respect.



5.- VALUES OF MENSAJEROS DE LA PAZ



SOLIDARITY

Selfless collaboration is the driving force behind Mensajeros de la Paz and guides every action we undertake. We are empathetic and base our behavior on the belief that a better world is possible, which can only be achieved by helping our fellow human beings.

EMPATHY

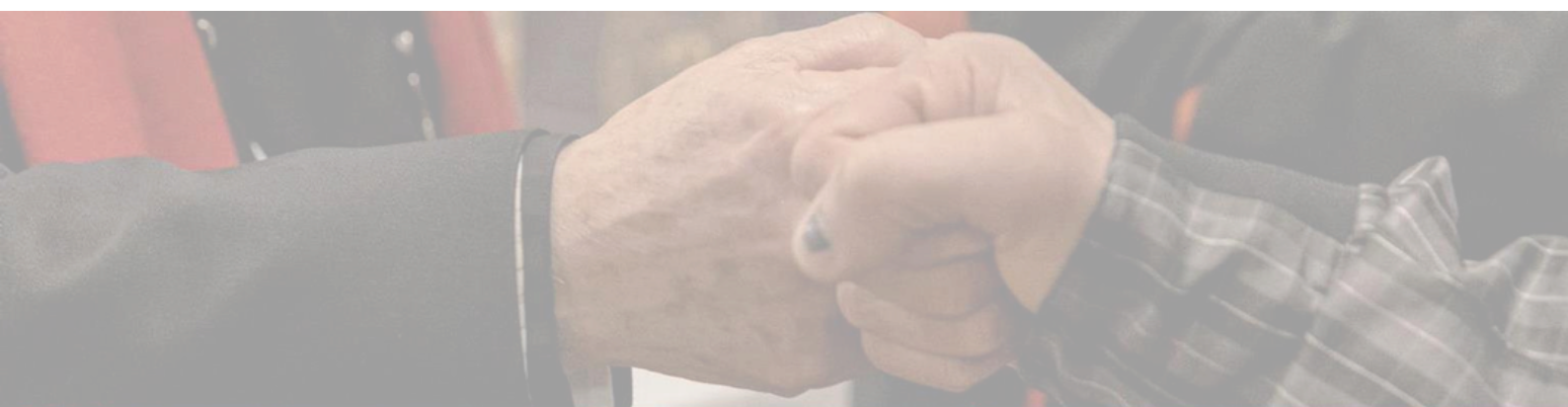
We recognize the value and dignity of each person we help, which is why everyone deserves equal treatment and consideration from us. We firmly believe that no one is superior or inferior to anyone else, and this principle guides all our actions.

RESPECT AND TOLERANCE

We base our behavior on coexistence that guarantees the dignity of each and every person associated with Mensajeros de la Paz. At Mensajeros de la Paz, we firmly believe in respect as a fundamental value in interpersonal relationships and our community. Our environment is diverse and dynamic, a circumstance we must accept as an opportunity to live together respectfully.

JUSTICE

Mensajeros de la Paz aims to contribute to a more equitable world. We advocate for improving the quality of life for the most vulnerable and excluded individuals, promoting their empowerment to defend their interests and dignity, as well as fighting against inequality.





6.- PRINCIPLES OF ACTION THAT GOVERN THE ACTIVITY OF MENSAJEROS DE LA PAZ

TRUST IN PEOPLE

We define ourselves by believing in the human being and their capacity to love and be loved. We trust in people's ability to overcome adverse situations with sufficient support.

COMPROMISO CON LOS DERECHOS HUMANOS Y LA DIGNIDAD DE LAS PERSONAS COMMITMENT TO HUMAN RIGHTS AND PEOPLE'S DIGNITY

Our goal is for all individuals to exercise their rights and be empowered to enjoy a dignified life.

INDEPENDENCE

We are a non-governmental, secular, and non-partisan organization that carries out its mission while respecting the freedom and equality of all individuals with whom we work.

INTEGRITY

Even in challenging circumstances, we behave in a committed manner to fundamental values such as rigor and effort in performance, honesty, critical thinking, fairness, and a sense of responsibility.

TRANSPARENCY

We are accountable to the individuals and institutions with whom we work, to our supporters, and to society at large, always seeking the highest effectiveness and efficiency in our actions.

INTERNATIONAL COOPERATION

We work in collaboration and cooperation with others who share common interests, as well as with other entities, through networks and alliances committed to our worldview.

RESPECT FOR THE ENVIRONMENT

We strive to work responsibly towards the care and respect of the environment and its resources.

NETWORKING

We work in collaboration and cooperation with others who share common interests, as well as with other entities, through networks and alliances committed to our worldview.





7.- HAVE YOU OBSERVED ANY NON-COMPLIANCE?

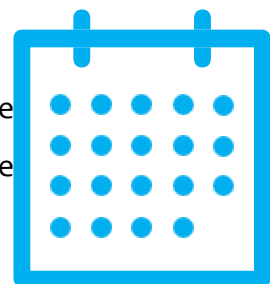
If you are aware of any type of breach of this Code of Ethics, or actions contrary to our values, you must inform the Body Responsible for Compliance, who will decide on the management and decisions to be made in this regard.



Failure to comply with the Code of Ethics, internal rules and protocols or legal and contractual obligations that are enforceable by any person who is subject to this Code, and apart from a hypothetical criminal or administrative liability, could also give rise to disciplinary sanctions of labor nature, all always applying and in accordance with current legislation on labor and volunteering matters. Likewise, when the relationship of the Association with the person who fails to comply has a commercial nature, the consequences of possible non-compliance or infractions will be those derived from what happened, applying in the same way the legal regulations and the signed contract.

8.- ENTRY INTO FORCE AND DISSEMINATION

This Code of Ethics was approved by the Governing Board of the MENSAJEROS DE LA PAZ Association, on September 14, 2023, the date from which it comes into force.





ANNEX I MAIN RISKS AND CONDUCT GUIDELINES IN MENSAJEROS DE LA PAZ

Below are the main risks and general guidelines of conduct in relation to the activity carried out by Mensajeros de la Paz. In no case may the commission of a crime be justified by obtaining a benefit for Mensajeros de la Paz, rejecting any direct or indirect income or benefit that may be perceived as a consequence of a criminal act by any of its employees or volunteers.

1. Public corruption

The crime of bribery consists of offering or giving public officials, authorities, organizations and administrators a gift or financial compensation with the intention of obtaining a benefit for the Association, whether legal or illicit.

On the other hand, the crime of influence peddling consists of influencing by taking advantage of any situation derived from a personal relationship, to achieve a resolution that may generate, directly or indirectly, an economic benefit for the Association.

Regarding the crime of corruption of public officials or authorities before international economic activities, it consists of offering or giving an improper benefit or advantage to foreign public officials to obtain favorable treatment in the performance of international economic activities.



Guidelines for action:

Relations with authorities, organizations and Public Administrations of the Association will be governed by the principles of transparency, cooperation and integrity, and must refrain from making contributions with the objective of obtaining any type of benefit both for themselves and for the Association.



In this sense, it is prohibited to offer, grant, request or accept, directly or indirectly, gifts or gifts, favors or compensation, whatever their nature, from any authority or public official, when this could include and link such action with the adoption of decisions in the Association.

2. Corruption in business

The crime of corruption in business consists of obtaining economic or other benefits from the workers or managers of the suppliers of products or services, in order to obtain an unjustified commercial advantage.



Guidelines for action:

Before offering or accepting any benefit that you have or receive from a third party or a supplier, whether due to its amount or its nature, it must be verified that it complies with the applicable internal and external regulations. Likewise, the delivery of gifts, gratuities or other benefits should not be offered, delivered or promised, either directly or indirectly, to directors, administrators, employees or collaborators of companies or supplier entities or clients whose objective is to obtain a benefit for themselves or for Mensajeros de la Paz.

3. Scam

The crime of fraud is carried out when, for profit, deception is used enough to cause error in another, inducing them to carry out an act of disposal to their own detriment or to the detriment of others.



Guidelines for action:

The employees and collaborators of Mensajeros de la Paz must act at all times in their relationships with third parties with clarity and transparency, providing sufficient, truthful, timely and appropriate information at all times.



4 Deceptive advertising:

The crime of deceptive advertising supposes the diffusion of advertising with false statements or characteristics or uncertain data about the services offered that may cause serious harm to consumers.



Guidelines for action:

Care must be taken to ensure that no action can be interpreted as deception to the detriment of third parties, and under no circumstances may it be provided with misleading, ambiguous or lax information about the activity of Mensajeros de la Paz that could mislead them or lead them to make wrong decisions.

5 Money laundering:

The crime of money laundering consists of acquiring, possessing, using, converting or transmitting assets knowing that they have their origin in a criminal activity, or carrying out any other act that seeks to cover their illicit origin. For its part, the crime of financing terrorism involves making assets or securities of all kinds available, with the intention that they be used, or knowing that they will be used to commit terrorist crimes.



Guidelines for action:

Any employee or collaborator at Mensajeros de la Paz will refrain from promoting, facilitating, participating in or covering up any type of money laundering operation and will proceed to report any operation of which they become aware.

Likewise, the pertinent checks must be carried out when contracting with suppliers and, where appropriate, when accepting donations.



6 Misappropriation:

The crime of misappropriation consists of seizing money or other property that has been legitimately entrusted with the obligation to return it, causing property damage to its legitimate owner.



Guidelines for action:

Any employee, collaborator or volunteer of Mensajeros de la Paz within the framework of their duties will refrain from accepting inheritances or legacies from any user, as well as from requesting or retaining any monetary amount.

7 Against harassment:

The crime of sexual harassment consists of requesting favors of a sexual nature, for oneself or for a third party, in the context of an employment, teaching, service provision or similar relationship, continuous or habitual, and with such behavior causing the victim a objective and seriously intimidating, hostile or humiliating situation.

For its part, the crime against moral integrity involves both the imposition of degrading treatment on another person in a way that damages their moral integrity and the phenomenon known as workplace harassment or mobbing, which must be committed by a person who is in a situation of hierarchical labor superiority over another.



Guidelines for action:

The people who work or collaborate with Mensajeros de la Paz will treat all people with dignity and respect, rejecting any type of violence, harassment, discrimination, intimidation, exploitation or any other action against Human Rights.



8. Hate Crimes

Hate crime consists of fostering, promoting or inciting, directly or indirectly, hatred, hostility, discrimination or violence against a group, a part of it or against a specific person by reason of their membership in that group, for racist, anti-Semitic or other reasons. Referring to ideology, religion or beliefs, family situation, the membership of its members to an ethnic group, race or nation, their national origin, their sex, sexual orientation or identity, for reasons of gender, illness or disability.



Guidelines for action:

Professional relationships based on mutual respect, dignity, integrity and equity will be promoted, fostering a pleasant, healthy, safe and inclusive collaborative environment, showing respect for the local customs of the countries in which we are present and the people by and for whom we work, prohibiting any form of abuse of power, authority or violence exercised against a third party or xenophobic or racist attitude.