



Code of Conduct & Ethics

NGO Boroume

(approved by the Board of Boroume 3/12/2023)

Boroume

Boroume (hereinafter referred to as the "Organization") is the non-profit organization that aims to reduce food waste in Greece through programs that include:

1. saving & offering food using the Boroume food saving model at every level of the food chain ("Saving & Offering Food", "Boroume at the Farmers' Markets", "Boroume Gleaning", "We Are Family")
2. raising awareness about the phenomenon of food waste and strengthening prevention against the phenomenon (Awareness program "Every Meal Matters", "Boroume at School", "Alliance for the Reduction of Food Waste", Certification "No Food Waste")

We envisage a society that embraces the values of volunteering and social giving, while at the same time does not accept food to be wasted.

About the Code

The Code of Conduct & Ethics is applied by all members of the Organization's team regardless of their employment relationship with the Organization, such as management, employees, trainees, volunteers ("the staff").

The staff of the Organization shall demonstrate responsible and ethical behavior, which corresponds to the spirit of this Code.

Principles of conduct & ethics

The Organization was created in 2012 with the aim of reducing food waste and increasing food donations based on the dedication of its members to the maximum possible social and environmental impact.

The Organization is governed by team spirit, transparency, inclusion and integrity in the high ethical standards of its operation. In particular, any discrimination on grounds of sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation is not acceptable to the Organization. Similarly, no



conduct that constitutes harassment, an affront to dignity and personality is acceptable.

The culture of the Organization is characterized, internally among its staff as well as externally with its partners, by respect, courtesy, honesty, consistency, professionalism, integrity and dedication to the smooth cooperation between all.

The design and implementation of saving & offering food donation programs are carried out by the Organization with a view to ensure the dignity of supported people in need.

Financial management - Effectiveness

The Organization is committed to exercising sound financial management, based on the principles of economy, efficiency and effectiveness, responsibility and accountability, transparency and honesty. It ensures transparency by any appropriate means, such as, but not limited to, the publication on its website of its annual financial reports, as well as a list of donors.

In order to evaluate the impact of its work and systematically monitor progress, the Organization applies key performance indicators (KPIs) for all individual programs and actions it implements. It also publishes a quarterly and annual report.

Relationship with donors and sponsors

Donors are divided into a) donors in cash or in kind, who support the operational needs of the Organization itself for the implementation of its work, and b) donors of food, which is made available free of charge to other charitable entities at the recommendation of the Organization.

A. The Organization accepts donations in cash or in kind from individuals and legal entities, which are used for staffing, equipment and overall smooth operation for the implementation of programs and actions that serve its statutory purposes.

B. Food donations are all treated in the same way and respect regardless of their type and size. If they meet the basic condition of food safety fit for human consumption, every effort is made for the donation to be accepted and utilized by a charitable organization to meet the food needs of its beneficiaries.

In the context of its communication policy, the Organization promotes certain good food saving practices and social support. It ensures that in the case of commercial entities that offer free food for public benefit, it does not make value judgments about products or express any opinions that could be perceived as marketing.



Relationship with charities

The Organization collaborates with charitable organizations - potential recipients of food donations, without any discrimination regarding which socially vulnerable group of people they support.

In selecting the collaborating entities, the Organization exercises due diligence. It collaborates with and recognizes as potential recipients public or private non-profit legal entities that are legally established in Greece, have a proven charitable purpose, and provide food support to people experiencing food insecurity or poverty.

Relationship with volunteers

The promotion of volunteerism is of primary importance for the Organization, and correspondingly so is the respect and recognition of the contribution of volunteers.

The Organization ensures the safety and protection of volunteers during their voluntary employment. It strongly disapproves and does not tolerate any behavior by a third party that constitutes discrimination, diminishment of dignity or insult to personality during the performance of voluntary work either within the office of the Organization or in external actions.

Conflict of interest

The Organization takes care to ensure that conflicts of interest are avoided due to the existence of individual interests or the pursuit of activities by management and employees that are incompatible with the objectives of the Organization.

The Organization does not provide any financial or other public support to any political party or candidates. It communicates/holds meetings with representatives of the political leadership or officials of ministries and other competent public authorities in the context of exclusively advocating and influencing the legislative regulatory framework in a manner consistent with the statutory objectives of the Organization.

Personal data, confidentiality, intellectual property

The Organization complies with the respective legislative and regulatory framework for the protection of personal data, as well as the applicable legislation for the protection of intellectual and industrial property.

It is also committed to maintaining confidentiality of any information that comes to the knowledge of staff from associates of the Organization and concerns personal, professional, internal operational, commercial issues, preserving relationships of trust



at the same time with various businesses engaged in similar or even the same commercial activity.

Given that the statutory objectives of the Organization include the increase of food support in Greece, the Organization cannot be bound by exclusive cooperation clauses that exclude companies engaged in production-marketing of similar products or provision of services.