

TRANSPARENCY POLICY

GRUPO INTERNACIONAL DE PAZ

1. Introduction

At the International Peace Group, we are committed to upholding our values, ethical principles, transparency, and good governance. Our priorities are based on fostering a culture of transparency and integrating ethical principles as key elements of our organization.

As a member of the Third Sector, we not only commit to complying with current legislation but also ensure the respect of our values and ethical principles. We commit to conveying these values and principles to the beneficiaries of our activities and society in general.

The objective of this document is to convey the commitment of the governing body of the International Peace Group to implement an organizational culture of transparency and proactive disclosure, and to establish a management system for compliance within the International Peace Group. This document also provides the basic principles upon which our Transparency Model is based, rejecting any illegal or unethical acts within our entity and in the development of our activities.

This Policy is an integral part of the Transparency Model, complementing its other components.

2. Reference Regulations

This policy is based on the following reference regulations:

- Statutes (bylaws) of the International Peace and Development Foundation.
- Law 19/2013 of December 9 on transparency, access to public information, and good governance.
- Law 38/2003 of November 17 on General Subsidies.
- Law 49/2002 of December 23 on the tax regime for non-profit entities and tax incentives for patronage.
- Law 9/2017 of November 8 on Public Sector Contracts.
- Organic Law 10/1995 of November 23 of the Penal Code and its additional provisions as well as its application in the International Peace Group.

- Organic Law 3/2018 of December 5 on the Protection of Personal Data and guarantee of digital rights. Any modifications to legal regulations will be automatically applied by the International Peace Group.

3. Scope of Application

The Transparency Model of the International Peace Group, of which the Transparency Policy is a part, will be implemented throughout the organization and will affect all activities and all members of the governing body, management, contracted staff, and volunteers, as well as those acting on behalf of the organization and all individuals and entities related to the organization's activities. This implies that all these individuals must observe the content of this policy and promote its compliance.

4. Basic Principles

The principles of this Policy will define the pillars upon which our transparency system is based and will serve as a reference for the proper implementation of the Model in our entity. The Transparency Policy is the connecting and aligning element of external and internal regulations, always based on the principles and values of our entity.

These principles will be the foundation of the Transparency Model:

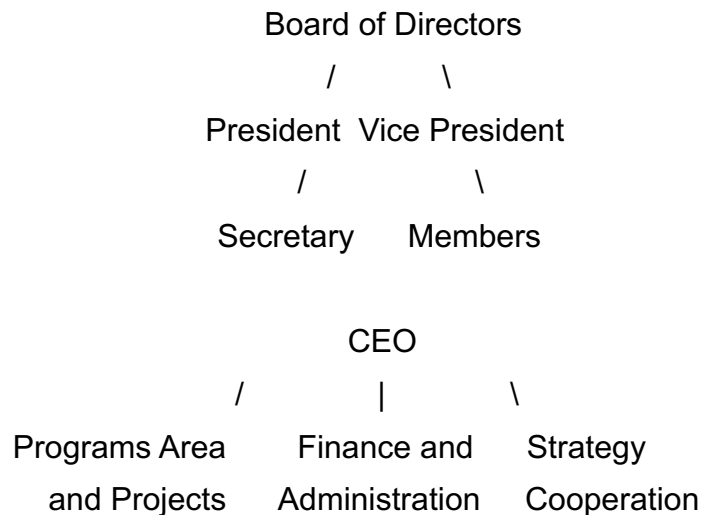
- The main objective will be to promote a culture of transparency within and outside the organization, reflected in the behavior and attitudes of collaborators of the International Peace Group. A solid and firm stance on transparency will be sought from all members of the organization.
- The values and principles of the International Peace Group must be present in all actions carried out. As a member of the Third Sector of Social Action, values and ethics are a priority, taking into account the ethical recommendations of the Third Sector of Social Action.
- Compliance with legal and internal regulations is required at all times. The management and members of the governing body must set an example for the rest of the organization.
- The involvement of all members of the organization is required for the transparency system to be effective. It is necessary for all workers, volunteers, and governing body members to identify with these principles and apply them in all organizational actions. Information and training will be key to achieving this principle.
- The transparency system must be independent and autonomous. Autonomy and independence in the functioning of the Model are essential. Proper

management of any conflicts of interest is fundamental to the organization to mitigate the risk of interference, links, and pressures.

- Continuous improvement and monitoring will be present throughout the implementation and management process of the transparency system. The organization, specifically the Regulatory Compliance Body, must work proactively to prevent, anticipate, and manage the risks of non-compliance.
- Specific actions and resources are required to ensure the application of the Transparency Policy and the adoption of measures that enable the implementation of the transparency Model in the organization. Necessary economic, material, and human resources must be provided.
- Transparency, being one of the most significant principles for the International Peace Group, must also be significant for the Transparency Model. Transparency must be present in all procedures in terms of:
 - Clarity in their development and informing all members of the organization.
 - Allowing organizational members to participate as much as possible.
 - Establishing clear, precise, and evaluable objectives and indicators consistent with available resources and the organization's values.

The Policy is the connection point of transparency components. The International Peace Group Model consists of:

- The legitimacy of the Model, which originates from the organization's Board of Directors and is embodied in this Policy.
- The organization's ethical commitment, which has been the main driver of the decision to establish the Model and is a fundamental part of this Policy. The principles and values of the entity have always been present.
- The basic elements of the Model without which it could not function, in addition to the Policy itself: The organization's Code of Conduct, which has been signed by all hired and volunteer staff of the entity and is based on ethical commitment. It includes the principles and behaviors expected from all members of the organization, as well as a reference to undesired and prohibited behaviors and the disciplinary regime in case of non-compliance.
- The whistleblowing channel and its procedure, accessible to all people, whether they are from the organization or external to it. transparencia@gipglobal.org
- The Regulatory Compliance Body, responsible for overseeing the Model's functioning.



- a. Board of Directors
 - President
 - Vice President
 - Secretary
 - Members
- b. Executive Management
 - CEO
 - CEO Executive Assistant
- c. Operational Areas:
 - Programs and Projects Area:
 - Community Support Leader
 - Project Coordinators
 - Monitoring and Evaluation Professional
 - Field Professionals
 - University Interns
 - Volunteers
 - Finance and Administration Area:
 - Administrative and Financial Coordinator
 - Accountant
 - Administrative Assistants
 - Strategic Cooperation Area:
 - Strategic Cooperation Leader
 - Communicators

- The organization's Transparency Plan, updated annually. It consists of policies, procedures, controls, measures, and evaluations established by the organization to prevent or minimize the risk of non-transparent actions.

5. Requirements for Policy Approval

The Transparency Policy will be reviewed annually by the Regulatory Compliance Body, which will prepare a written report after each review to justify that the review has been carried out and to document any changes made. This report will be sent to the governing body for review and approval.

The implementation of the Policy and its future modifications will be done through its inclusion in the organization's Communication Plan and Training Plan. The Policy will be public and will be available on the organization's website and distributed to all members of the organization.

The Board of Directors of the International Peace Group will have the ultimate responsibility for ensuring compliance and application of this Policy.

Effective Date and Validity

This policy will come into effect on April 1, 2024, the date it was approved by the Board of Directors.

It will remain valid until its repeal is approved by the governing body.