

Code of Ethics for The Eden's Rose Foundation

At The Eden's Rose Foundation, we believe in the power of integrity, responsibility, and ethical conduct to transform communities and lives. Our Code of Ethics is a declaration of our unwavering commitment to the highest standards of ethics and professionalism. It serves as a compass for our actions, guiding us in making decisions that are not only legal but also right. Through this code, we pledge to uphold the trust placed in us by our beneficiaries, partners, donors, and the broader community we serve.

Our Core Ethical Principles

Integrity and Honesty: We act with unwavering integrity and honesty in all our dealings. We are transparent in our actions, communicate openly, and hold ourselves accountable to our stakeholders.

Respect and Fairness: We treat every individual with respect, dignity, and fairness, regardless of their background, belief, or position. Our practices reflect our commitment to equality and justice.

Responsibility and Accountability: We take responsibility for our actions and their impacts on society, the environment, and the economy. We are accountable to ourselves, our stakeholders, and the communities we serve, ensuring our resources are used wisely and effectively.

Excellence and Professionalism: We strive for excellence in everything we do, maintaining the highest standards of professionalism. We are committed to continuous improvement and innovation to meet the challenges of our work.

Compassion and Service: Our work is driven by a deep sense of compassion and service. We are dedicated to making a positive difference in the lives of others, especially the most vulnerable and marginalized.

Expectations for Behavior

- **Conflicts of Interest:** All personnel must avoid conflicts of interest, or the appearance thereof, and disclose any potential conflicts in accordance with our Conflict of Interest Policy.
- **Confidentiality:** We protect the confidentiality of sensitive information entrusted to us by our beneficiaries, partners, and donors, except when authorized or legally obligated to disclose.

- **Asset Protection:** We are stewards of ERF's assets, using resources prudently and protecting the organization's property from loss, damage, misuse, or theft.
- **Compliance with Laws and Regulations:** We comply with all applicable laws, regulations, and professional standards, understanding that compliance is the foundation of our ethical obligations.
- **Respectful Workplace:** We foster a workplace culture that promotes diversity, inclusivity, and mutual respect, where harassment, discrimination, and bullying are not tolerated.
- **Environmental Stewardship:** We commit to environmental sustainability, minimizing our environmental impact and promoting practices that contribute to a healthy planet.

Implementation and Enforcement

- **Guidance and Reporting:** We provide guidance on ethical dilemmas and establish clear channels for reporting unethical behavior without fear of retribution.
- **Training and Communication:** All personnel are required to participate in ethics training programs and are encouraged to discuss ethical issues openly to reinforce our ethical culture.
- **Monitoring and Compliance:** Our Ethics Committee is responsible for monitoring compliance with this Code, investigating reports of unethical conduct, and taking appropriate action.

Commitment to Stakeholders

We pledge to conduct our operations with integrity, engaging with our stakeholders transparently, and listening to their concerns. Our commitment to ethical excellence is the cornerstone of our mission to provide stable, safe, and affordable housing to homeless families, veterans, and at-risk individuals. Through the rehabilitation of vacant and dilapidated properties, we aim not only to address the immediate need for shelter but also to foster community development and support, environmental sustainability, and the empowerment of underserved populations. By integrating comprehensive support services, we strive to ensure that every individual and family we serve has the foundation they need to build a brighter, more secure future.

Conclusion

This Code of Ethics embodies the spirit of The Eden's Rose Foundation and our dedication to ethical leadership. It is a living document that reflects our evolving

understanding of what it means to act ethically in a complex world. We commit ourselves to live up to these principles, knowing that our collective actions will shape the legacy of our organization and the impact we have on the world.