

## Code of Conduct

This document encompasses the values of Volt Sverige in detail. The Community Guidelines, as stated in the Annex, provide for a summarized version of the Code of Conduct and forms part of this Code.

### Article 1 - Scope of application

All members and volunteers of Volt Sverige are obligated to abide by the following articles of this Code of Conduct (hereinafter referred to as the "Code") and the Integrity Syllabus 2024 of Volt Europa. In case of conflicting articles, the articles of the Integrity Syllabus 2024 of Volt Europa prevails.

In no circumstance may a person officially join Volt Sverige without the full and conscious acceptance of the obligation to abide by the present articles.

### Article 2 - Purpose

1. The Code aims to ensure a safe, fair and effective working environment for all members and volunteers.
2. The Code aims to promote credible and inclusive behavioural practices on the part of members and volunteers of Volt Sverige.
3. The Code explicitly defines the general conduct requirements that any person involved in Volt Sverige shall meet, so as to prevent behaviours that are in conflict with values, rules and principles of the association.
4. The Code supplements the Statutes, the Regulations and any other obligatory provision made by the bodies of Volt Sverige, in order to provide behavioural guidelines that shall ensure decision making and work ethics on all levels to be consistent with values, rules and principles of the association.

## Article 3 - Relations with the association

1. Members and volunteers shall behave in all areas with fairness, sincerity and good faith, and be committed to always protect and not damage the reputation, material assets and intellectual property of the association.
2. Members and volunteers shall not, under any circumstances, disclose confidential information, in written or oral form, without appropriate authority
3. Members must not take roles or part in decisions or resolutions in which they find themselves in a position of conflict of interest.
4. Members and volunteers must indicate relevant offices they hold and memberships in other organizations with social and political purposes.

## Article 4 - Principles and values

1. Volt Sverige endorses non-discriminatory and inclusive behavior, based on mutual respect, human dignity, equal opportunities, justice and rule of law, freedom and solidarity.
2. To ensure that all members and volunteers of Volt Sverige follow the principals and values outlined above, the following behavioural guidelines regarding conduct shall apply to all of the Volt Sverige's internal and external processes, campaigns, projects and other activities:
  - a. Non-discriminatory and inclusive behaviour - all members and volunteers shall commit themselves to support and promote the inviolable and inalienable rights of the person, freedom, solidarity and equality for all humans, regardless of their gender, religious beliefs, race, sexual orientation, level of education, financial background, and other aspects of life.
  - b. Mutual respect and human dignity - all members and volunteers shall commit themselves to treat each other with respect and promote internal constructive dialogue in case of misunderstandings. Freedom of speech and other freedoms shall not be abused to violate the dignity of other people.
  - c. No misinformation and deceit - all members and volunteers shall commit themselves to avoid

misinforming or deceiving members and volunteers of Volt Sverige, Volt Europa and any other stakeholder.

d. No abuse of power - Members and volunteers undertake not to abuse the power and influence associated with the position held in order to obtain unfair advantage at the expense of others.

## **Article 5 - Enforcement of the Code** 1.

1. In case the board has been informed about noticeable misconduct of these articles, the misconduct may be subject to sanctioning provided for by the Statutes.

2. Should the board discover a serious and repetitive violation of the following articles and other internal regulations regarding conduct, the violator shall be subject to appropriate and fair sanctioning as prescribed by the relevant provisions in the Statutes and any other relevant documentations.

## **Article 6 - Final provisions**

This Code, or a summarized version of it, shall be read through carefully by the potential members and volunteers, who shall, upon decision to join Volt Sverige, fully accept all of the present Articles. As such, this Code shall apply to all existing members and volunteers from the commencement of their membership onwards, and its full acceptance is a prerequisite for joining Volt Sverige.

## **Article 7 - Entry into force**

This document was proposed by the board and adopted by the members at the General Assembly of Volt Sverige on MONTH DAY, YEAR and enters into force on MONTH DAY+1, YEAR.

## Annex: Community Guidelines

Members of Volt Sverige are expected to act with honesty, integrity, and good faith. It is important to remember that each individual has their own moral compass. Every member should be mindful of their actions, words, and writing or in other means in which it expresses itself. For the full version we ask you to check out the Code of Conduct of Volt Sverige.

Volt Sverige holds the following community guidelines:

1. **Non-discriminatory and inclusive behaviour** - all members and volunteers shall commit themselves to support and promote, in all aspects of their personal and professional life, the inviolable and inalienable rights of the person, freedom, solidarity and equality for all humans, regardless of their gender, religious beliefs, race, sexual orientation, level of education, financial background, and other aspects of life.
2. **Mutual respect and human dignity** - all members and volunteers shall commit themselves to treat each other with respect and promote internal constructive dialogue in case of misunderstandings. Freedom of speech and other freedoms shall not be abused to violate the dignity of other people.
3. **No misinformation and deceit** - all members and volunteers shall commit themselves to not purposefully misinform or deceive members and volunteers of Volt Sverige, Volt Europa and any other stakeholder.
4. **No abuse of power** - Members and volunteers undertake not to abuse the power and influence associated with the position held in order to obtain an undue personal advantage or unfair advantage at the expense of others.
5. **No disclosure of confidential information** - Members and volunteers shall not, under any circumstances, disclose internal documents or any other confidential information, in written or oral form, with any legal or natural person who is not the official member or volunteer of the association.
6. **Protect Volt's reputation** - Members and volunteers shall behave in all areas with fairness, sincerity and good faith, and be committed to always protect and not damage the reputation, material assets and intellectual property of the association.
7. **No conflict of interest** - Members and volunteers shall not be involved in activities or positions in case it will be considered a conflict of interest.