



GSM-CDA/BR/02/2026. Dated on 02/02/2026

CODE OF CONDUCT AND ETHICS POLICY

1. Purpose

This Code of Conduct and Ethics Policy outlines the standards of ethical behavior and professional conduct expected of all staff, volunteers, board members, partners, and representatives of God Speaking to the Mankind Church and Development Agency (GSM-CDA). The policy aims to promote integrity, accountability, transparency, and respect in all GSM-CDA activities.

2. Organizational Identity

GSM-CDA is a faith-based, non-profit, non-governmental organization committed to holistic development, humanitarian assistance, peacebuilding, and spiritual values rooted in Christian principles. While guided by faith, GSM-CDA serves all people without discrimination.

3. Scope of Application

This policy applies to:

- Board members
- Management and staff
- Volunteers and interns
- Consultants and contractors and Officers.

- Partner organizations acting on behalf of GSM-CDA

4. Core Values

GSM-CDA is guided by the following values:

- Integrity and honesty
- Respect for human dignity
- Accountability and stewardship
- Compassion and service to humanity
- Justice, peace, and reconciliation
- Faith-inspired service with professional excellence

5. Expected Standards of Conduct

All representatives of GSM-CDA shall:

- Act honestly, fairly, and with integrity at all times
- Respect national laws, international humanitarian principles, and donor requirements
- Treat colleagues, beneficiaries, and partners with dignity and respect
- Avoid any behavior that may harm GSM-CDA's reputation
- Use GSM-CDA resources responsibly and for official purposes only

6. Non-Discrimination and Inclusion

GSM-CDA does not tolerate discrimination based on race, ethnicity, gender, religion, disability, age, political affiliation, or social status. Services and assistance shall be provided based on need alone.

7. Safeguarding and Protection

All GSM-CDA representatives must:

- Protect children and vulnerable adults from abuse, exploitation, and neglect
- Report any safeguarding concerns immediately through established channels
- Maintain professional boundaries with beneficiaries at all times

8. Conflict of Interest

Individuals must disclose any personal, financial, or professional interests that could conflict with GSM-CDA duties. Decisions must always prioritize the organization's mission and beneficiaries.

9. Anti-Fraud, Corruption, and Misconduct

GSM-CDA maintains zero tolerance for fraud, corruption, bribery, theft, or misuse of funds and assets. Any suspected misconduct must be reported confidentially and will be investigated.

10. Confidentiality

All information obtained through GSM-CDA work must be treated as confidential and used only for authorized purposes. Disclosure without permission is prohibited.

11. Reporting Violations

Violations of this Code should be reported to management or the Board through designated reporting mechanisms. GSM-CDA prohibits retaliation against individuals who report concerns in good faith.

12. Disciplinary Measures

Breaches of this policy may result in disciplinary action, including termination of employment or engagement, and where applicable, legal action.

13. Implementation and Awareness

All staff, volunteers, and representatives shall receive orientation on this policy and sign a declaration of compliance.

14. Review and Amendment

This policy shall be reviewed every three years or as required by law, donor requirements, or organizational changes.

Approved by: GSM-CDA Board of Directors:

1.Rev.Angelo World Tiger panyuan

Chairperson of the Board

Sign:



:2.Mr. Franco Puok Ruach

General Secretary of the Board

Sign:



Official Stamp

