

## Code of Conduct

This document encompasses the values of Volt Polska. The Community Guidelines, as stated in the Annex, forms part of this Code.

### Article 1 - Scope of application

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

### 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 Polska.
3. The Code explicitly defines the general conduct requirements that any person involved in Volt Polska 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 Polska, 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. **Reputation protection** - 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. **No disclosure of confidential information** - Members and volunteers shall not, under any circumstances, disclose confidential information, in written or oral form, without proper permission
3. **Conflict of interest** - Members may not hold office or participate in decision-making or the adoption of resolutions when they are in a conflict of interest. Members are required to inform the association's leadership of any positions they hold and of their membership in other social or political organizations. Members who belong to another

political party or political association may not run for office or serve on the Board or the Audit Committee.

4. **Acting in the best interests of the association** – Members and volunteers should act in a manner that supports the association’s objectives and avoid actions that could seriously hinder its operations or the fulfillment of its mission.
5. **Utilization of the association's resources** – Members and volunteers should use the association’s material, financial, and organizational resources only in a manner consistent with its objectives and applicable rules.
6. **Representation of the association** – Members and volunteers may speak on behalf of the association only within the scope of their assigned duties or granted authorizations.

## Article 4 - Values

Volt Polska bases its activities on the following values:

1. **Respect for dignity, human rights, and equality** – Volt Polska recognizes the inviolable dignity of every person and supports the protection of human rights, equality, and freedom for all people, opposing all forms of discrimination.
2. **Basing actions on facts and scientific knowledge** – Volt Polska strives to make decisions and formulate public positions based on reliable data, facts, and current scientific knowledge.
3. **Mutual respect and constructive dialogue** – Members and volunteers of Volt Polska should treat one another with respect and engage in discussions in a civil, open manner, free from personal attacks.
4. **Honesty and Responsibility** – Volt Polska’s activities should be based on honesty, integrity, and the responsible exercise of the authority entrusted to it.
5. **Cooperation and solidarity** – Volt Polska promotes collaboration, mutual support, and the creation of an environment conducive to joint action for the public good.

## Article 5 - Enforcement of the Code

1. If the Board or a body authorized by it to act under this document (hereinafter referred to as the “Authorized Body”) becomes aware of a violation of the Volt Polska Code of Conduct, the Board or the Authorized Body may impose the sanctions provided for in this Article.

2. If a serious or repeated violation of the Code of Conduct or other internal rules governing member conduct is found, the Board or the Authorized Body may impose one of the following sanctions:
  - a. Issuing a warning to the violator.
  - b. Suspension of the offender's membership rights in Volt Polska for a period not exceeding 3 months.
  - c. Removal of the offending individual from the list of Volt Polska members.

## Annex: Community Guidelines

Volt Polska follows these guidelines regarding community activity:

1. **Equal treatment** – All members treat one another equally, regardless of gender, religion, nationality, sexual orientation, educational background, financial status, or other personal characteristics.
2. **A culture of curiosity and constructive criticism** – Members strive to listen, ask questions, and express differing opinions with a spirit of curiosity about others' ways of thinking, without judgment. Repeated actions that hinder dialogue—such as trolling, insulting, or mocking other members—are unacceptable.
3. **Evidence-based learning** – Members base their actions on data and scientific knowledge, learn from experience and experimentation, and update their views in light of new information.
4. **Honesty and truth** – Members do not mislead others, deceive them, or spread false information about them.
5. **Collaboration** – Members support the smooth operation of the organization. They respect the jointly established rules of conduct. Actions that hinder the team's work or destabilize the community are unacceptable.
6. **Initiative** – Members are actively involved in the organization's activities, are proactive, share their knowledge and experience, and support others.
7. **Transparency and openness** – Members operate openly and communicate transparently, sharing information and decisions to foster trust and minimize misunderstandings.