



CODE OF ETHICS AND CONDUCT

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INTRODUCTION

The Red de Expertos y Analistas Latinoamericanos (REAL) understands and recognizes that talent is diverse, so it respects each person's identity and living conditions and promotes equity of treatment and opportunities.

Understand that each member is a representative of REAL, and their behavior and decisions confirm and shape the type of organization it is and aspires to be in the long term.

Managers, leaders, and any person acting on behalf of the Red de Expertos y Analistas Latinoamericanos have an additional responsibility since, in addition to being models of upright conduct, they must help deter any potential act that puts integrity at risk of the organization or the people.

Considering it essential, the generation of trust, fulfilling commitments in a complete, honest, and legal manner following applicable local and international laws. Knowledge and identification of the capacity for action is necessary and based on the directives emanating from the Statute, the Internal Regulations, and this Code of Ethics, in addition to strict compliance with REAL's policies and guidelines.

Failure to comply with the above will distance REAL from its essence and objective, which could lead to liability for anyone who violates the established rules, even reaching the end of their employment or professional relationship.

GENERAL OBJECTIVE

The Red de Expertos y Analistas Latinoamericanos (REAL) is obligated as a tax-exempt organization to maintain public trust. The organization has always taken this obligation very seriously and strives to set an example of philanthropy in all its activities.

Consequently, it is up to the organization's members to conduct its affairs with a commitment to the highest standards of integrity. This includes acting honestly and ethically, in compliance with all laws and regulations, and avoiding or managing potential or actual conflicts of interest following the conflict-of-interest policies outlined in this document.

Compliance with this Code of Ethics and Conduct will sustain a culture where honest and ethical conduct is recognized, valued, and exemplified throughout the organization.

Have a set of principles, rules, and norms that will govern the conduct of the Red de Expertos y Analistas Latinoamericanos (REAL) members in any area of personal and professional life. To achieve this objective, it is recognized that the reputation of the Red de Expertos y Analistas Latinoamericanos (REAL) is in the hands of the people who make it up, whether they are permanent or occasional members, and will be reflected in each act or decision that is taken. as an organization.



The Board of Directors, Committee Leaders, and other members, and each of those who make up the REAL community understand this responsibility, and their actions must be framed and guided at all times by an ethical and upright spirit. Likewise, this code must be followed by any person acting on behalf of REAL, whether expert members and analysts, consultants, agents, suppliers, etc.

DECLARATION OF ETHICAL PRINCIPLES

The Red de Expertos y Analistas Latinoamericanos (REAL) and its members promote the highest standards of ethical behavior. The board and its members are committed to public benefit and philanthropic outreach purposes and act accordingly. Recognizing the importance of the public good and those it serves, it has formally adopted the following ethical principles.

Governance: Governing bodies and members understand and assume their responsibility to oversee the mission, strategic direction, finances, and operations of their respective organizations and do so with honesty and integrity. They establish clear and understandable policies and ensure they are followed.

Administration: The Board and its members manage their resources to maximize philanthropic purposes, not private profit, and actively avoid excessive compensation and unreasonable or unnecessary expenses. They seek maximum benefit through their work, how they work, and supporting the work of partners, colleagues, constituents, and others in the Red de Expertos y Analistas Latinoamericanos (REAL) community.

Social Responsibility: In carrying out their philanthropic activities, members adopt both the letter and the spirit of the law, as well as the commitment to preserve the good customs and conditions of their surroundings for the benefit of society.

Transparency and accountability: The organization and its members guarantee the transparent management and proper use of its funds and resources, thus welcoming the public interest through access to information and communication

Integrity: REAL members act in an upright, loyal, honest, and impeccable manner without affecting themselves, people, personal or organizational objectives, and the interests of third parties.

Honesty: REAL members follow the truth, offer what can be accomplished, and strive to achieve it.

Truthfulness: Truth is promoted in all areas of the REAL organization.

Respect: Members interact respectfully with each other, partners, colleagues, donors, and peers. They treat them with dignity and courtesy, taking due consideration, striving to understand, accept, and respect differences in opinions and criteria, and acting empathetically regarding their points of view and feelings.



Loyalty: Taking care of and preserving with due diligence the interests, information, and organizational objectives that have been entrusted within the framework of the communications, meetings, and activities that are carried out will be REAL and will be a commitment of all staff.

Autonomy: Respect people as free individuals and independent of their personal and professional activities.

Solidarity: Collaborate with others to solve problems and act as a cohesive team.

Diversity, Inclusion, and Non-Discrimination: Members pursue diversity and inclusion to reflect their communities and ensure that various perspectives contribute to the common good and the development of their mission in a changing society. Regardless of their status as experts, analysts, consultants, collaborators, agents, suppliers, and clients, each member undertakes to treat and include people under conditions of equality, regardless of race, economic situation, nationality, or sexual orientation, gender identity or expressions, religious beliefs, affiliations, or political opinion, among others, avoiding prejudices, stereotypes, and conflicts of interest at all times.

Diligence: REAL members must be willing to address any situation that compromises the dignity of people, organizational objectives, and interests of third parties.

Assertive and responsible communication: Each REAL member must be careful with the information transmitted internally and externally to the organization, especially in writing and on social networks.

Privacy: Protecting personal, organizational, customer, and supplier data and information entrusted by any means or format to REAL members is a priority.

Protection of organizational assets: It is the responsibility of all members to take care of the physical, electronic, digital, and intellectual assets, including the image, reputation, and prestige of the members individually and collectively as an organization.

COMPLEMENTARITY WITH THE REGULATORY FRAMEWORK AND OTHER INSTITUTIONAL PROVISIONS EXISTING LOCALLY AND INTERNATIONALLY

REAL has a regulatory framework, with various provisions framed in the Statute and the Internal regulations, policies, manuals, and protocols that guide management at the political-strategic and technical-operational levels. They govern their operation, behavior, and approach to the work of programs, projects, and consultancies.

Thus, due to its holistic approach, this Code of Ethics and Conduct forms an integral and complementary part of it, which is assumed for continuous improvement.

**INTELLECTUAL PROPERTY AND COPYRIGHT**

Intellectual property and copyright, as a creation of the human intellect, whether intangible or physical products such as inventions, literary and artistic works, symbols, brands, computer programs, and images, among others, used in commerce, must be protected by relevant local and international laws, and by the World Intellectual Property Organization (WIPO), recognized by most countries.

At REAL, individual and collective initiatives of intellectual creation will permanently occur, which must be protected under copyright, whose intellectual and moral rights are inalienable, non-seizable, and inalienable, without legal provision or by conventional agreement of its author.

POLICIES AND PRACTICES

Prevention of actual, potential, or apparent conflicts of interest. A potential or actual conflict of interest occurs whenever a member of the Board of Directors is in a position to influence a decision that may result in personal gain to them, any other employee, or an immediate family member. (For this policy, “immediate family” means spouse or common-law partner, parents, siblings, children, and in-laws.)

It is understood that members will be involved in many important community activities and business engagements, and conflicts may arise occasionally. In certain circumstances, REAL may also be concerned about the appearance of a conflict of interest, even if an actual conflict has not occurred. Any activity that appears to match, interfere with, or compete with the interests of the Organization must be avoided or appropriately disclosed and covered under the conflict-of-interest policy.

If a member of the Board of Directors believes that a conflict of interest exists or may arise, she must immediately notify the rest of the Directors.

APPLICATION AND APPLICABILITY OF THE CODE OF ETHICS

This Code of Ethics and Conduct is binding and applicable to the entire Network of Latin American Experts and Analysts (REAL), the assembly, the Board of Directors, directors, members of the country chapters, and technical and administrative collaborations. Likewise, its applicability is for third parties, individuals, and legal entities, these being volunteers, consultants, advisors, practitioners, visitors, staff of associations and non-governmental organizations that are partners or in a consortium, donors, personalities, authorities of government institutions, staff from allied institutions, diverse suppliers, teachers, security and defense professionals and journalists involved directly or indirectly in carrying out activities and actions in favor of REAL. For this policy, all interested parties must identify themselves as REAL representatives.

This Code is formulated to serve as a guide so that the relevance of ethics and integrity issues is understood, and the various responsibilities are assumed both inside and outside the organizational space, motivating third parties to participate dynamically in the maintenance of a respectful, inclusive, integral, safe and reliable environment.

CODE OF CONDUCT



All Representatives of the Network of Latin American Experts and Analysts (REAL) know, accept, and comply with the Code of Conduct, which will be signed as a sign of commitment. For its part, REAL has the duty and responsibility to enforce it through the application of adequate and verifiable controls carried out by the Board of Directors and in a collaborative manner by everyone during each action or activity that it develops or contracts to support, sustain and guarantee a safe environment, with mutual respect for human rights, trust, free of prejudice, discrimination, and stereotypes, oriented towards organizational transparency, efficiency and effectiveness as standards that must govern organizational behavior.

All REAL Representatives must ensure compliance with the Code of Ethics, taking responsibility for its observance and dissemination, responding immediately to any concerns, accusations, and incidents that arise or come to their knowledge, and immediately notify the Ethics Committee.

The Code of Conduct has been designed to protect members, representatives, and third parties from false accusations, slander, and REAL's name, image, and reputation.

Compliance with the Code of Conduct is mandatory. Therefore, any violation will entail the corresponding disciplinary procedure applied by the Ethics and Conduct Committee, which may include legal actions if its severity indicates so.

ACCEPTABLE BEHAVIOR AND CONDUCT

1. Take the time to observe and learn what is culturally accepted and appropriate for each context represented in REAL, whose different approach is equally valid.
2. Contribute to creating an environment where sensitive political or religious opinions and expressions are heard and respected, even if others initiate them, avoiding misinterpretations during any observation.
3. Carry out the assigned and complementary work as a team, following the organization's approach and respecting and implementing the guidelines, policies, regulations, and provisions established in the statute.
4. Share objective information in spaces for reflection and discussion on all topics and situations concerning ethics and integrity in the context of organizational work.
5. Express within the framework of mutual respect, sensitivity, due and appropriate considerations, situations that are unpleasant or have different appreciations, whether of a cultural, ideological, political, partisan, or religious nature or about vulnerable populations, among others—trying as far as possible to express solutions or other feasible and viable actions.
6. Create a culture of openness to analysis, complementarity, and co-responsibility between the different assignments held by each of its members.
7. Always act professionally, inclusively, respectfully, with responsibility, commitment, solidarity, and punctuality in the actions or functions in your charge.
8. Share only necessary information with authorized people through written communication.
9. Promote a safe, positive, optimistic, cordial, pleasant, trustworthy, and respectful internal environment.
10. Use communication methods, mechanisms, and tools in positive verbal and non-verbal language.



11. Provide the necessary explanations of the management of which you are in charge in a non-violent, non-aggressive, understandable, and comprehensible language for everyone.
12. Ensure that a positive image of REAL is always maintained and make the organization's objectives, purpose, and work approach known in all professional and workspaces that require it.
13. Express through available resources concerns or suspicions of exploitation, harassment, or sexual abuse by any people indicated in this code's application and applicability section.
14. Establish and maintain a safe environment, free of exploitation, harassment, and abuse, by promoting prevention and awareness initiatives and adopting appropriate and relevant measures.
15. Consult and analyze internally and collectively possible actions and decision-making that may affect the organization in cases of urgency.
16. Respond to all queries, concerns, and accusations by knowledge and experience as established by the Ethics Committee.
17. Complete the entire investigation of a complaint and provide any information necessary to complete it, following the procedure defined and established from the beginning, according to the type and circumstances of the complaint, applying the corresponding disciplinary sanctions according to the severity of the complaint. The fault and, when appropriate, refer it to the competent judicial body.
18. Accept gifts or invitations as long as they are modest, customary in an operational environment, and unsolicited.
19. Respect and guarantee human rights to every person who is part of and collaborates in REAL, with which we reaffirm our commitment to respect the Universal Declaration of Human Rights
20. Remain free from corruption, not accepting or offering, directly or indirectly, any payment, gift, or gratuity from or to any third party, both internally and externally, to obtain or maintain our activity or any other competitive advantage.
21. Information is one of the most valued intangible assets within REAL since it allows us to understand operational and financial performance, which generates a better understanding of the operations carried out and a clear and solid basis for making correct and timely. Therefore, it is necessary to create timely and truthful reports (hours, travel and associated expenses, financial reports, billing, forecasts, assignments, risks, among others) based on each role and responsibility.
22. Ensure that we keep our records current and contain reliable and truthful information, complying with legal requirements and following the policies, procedures, and internal controls for this purpose.

UNACCEPTABLE BEHAVIOR AND CONDUCT

1. Lack of professional ethics and integrity as fundamental principles and values of the organization.
2. Conduct practices against the organization's objectives, principles, and values.
3. Deliver to private persons files and documentation that contain sensitive, confidential information of the organization, or that is under the responsibility of a particular collaborator.
4. Use the assets, whether equipment or material resources of the organization for personal activities for the benefit of oneself or third parties, or in public or private spaces, unless authorized by the Board of Directors.



5. Causing damage through negligence or misuse to property of any kind, whether tangible or intangible, movable or immovable, tangible or intangible, and documents or legal instruments that prove ownership or other rights over them.
6. Deliberately, consciously, and indifferently waste the organization's material resources without considering their appropriate and rational use.
7. Ask for, accept, offer, or give bribes, blackmail, bribes of various kinds, or any other act considered illegal or corrupt.
8. Except for gifts of nominal value or meals that are consistent with sound business ethics and do not bind the recipient, members, officers, or their immediate family members may not accept or receive the following: gifts, payments, or remuneration in cash, cryptocurrency or any equivalent in money, loans, services or entertainment (such as event tickets), from suppliers, distributors, consultants, contractors, beneficiaries or non-beneficiaries who have existing or proposed business relationships with the Organization, in exchange for information and outside what is strictly stipulated by the REAL. Members, officers, and family members may accept the items listed above from these entities if the acceptance is not related to the business or interests of the Organization.
9. Lying or using deception to obtain and maintain employment or contracting or to be incorporated as an adherent or attached member.
10. Any fraudulent behavior that could be interpreted as such deserves special attention of compliance with everything related to the anti-corruption laws applicable in the countries where the Network of Latin American Experts and Analysts (REAL) has representations, operations, or offices.
11. Directors and members are free to participate in political activities when, in their judgment, such actions do not conflict with their ability to carry out the responsibilities of the Organization. When making such decisions, members, and directors must consider the possible difficulty in external perception to distinguish between their personal and professional capabilities and whether they may harm the reputation of REAL or constitute a risk for the rest of the members. Members. Political activities must be carried out using something other than the Organization's resources. Directors and members may, under the direction of the Board of Directors, participate in the promotion of issues sponsored by the Organization. However, they may not invoke the Organization or their participation in campaigns or political matters that are not sanctioned.
12. Constantly and deliberately abandon, neglect, or diminish functions and responsibilities, causing damage and harm to the organization.
13. No member or collaborator will be discriminated against for reasons of race, sex, sexual orientation, gender identity or expression, marital status, pregnancy, parental status, religion, political opinion, nationality, ethnic origin, social condition, disability, age, belonging to a union or any other reason contemplated by law in the countries where we have operations.
14. Maintain interpersonal relationships with discourteous, offensive, disrespectful, violent, cruel, inhuman, degrading, and undignified treatment.
15. Carry out acts or omissions considered forms of expression or manifestations of violence that aim to control or manipulate actions, behaviors, beliefs, and decisions.
16. Act in a way intended to embarrass, humiliate, belittle, degrade, or perpetrate any form of emotional abuse.
17. Saying inappropriate words, using pejorative, ill-intentioned, or lacking objectivity comments that denigrate or degrade the dignity and integrity of people.



18. Carry out acts of sexual harassment, workplace harassment, discrimination, torture, cruel, inhuman, or degrading treatment or incite them.
19. Request sexual favors from REAL Representatives in exchange for protection, assistance, or support of a diverse nature.
20. Maintain inappropriate physical contact with boys, girls, and adolescents (grabbing, caressing, kissing, hugging, touching, seducing) and acting in an inappropriate, offensive, or abusive manner with adult and older men and women without respect for their culture and without considering your consent.
21. Act in a way that could be abusive or put a REAL representative at risk of abuse. The disciplinary measure cannot be violent, cruel, or inhumane.
22. Getting romantically or sexually involved with other collaborators, authorities, employees of aid, donation, or cooperation agencies with which the organization maintains a relationship because they are based on an unequal power dynamic, which undermines the credibility and integrity of REAL.
23. Have sexual activity or maintain sexual relations, marry or live in a de facto union with an adolescent, girl, or boy, that is, a person under 18 years of age, regardless of their consent or local customs. Ignorance of the actual age of the adolescent, girl, or boy is not a justification.
24. Exchange money, goods or services, employment, influence by sex, adoption of privileged or preferential attitudes, formal or informal, including sexual favors or any other type of activity or humiliating, degrading, or exploitative behavior.
25. Consent or participation in behavior towards women, adolescents, girls, or boys that may be considered illegal in any way, whether in servitude or slavery, including participation in harmful traditional practices, spiritual or ritual abuse, or the use and abuse of psychotropic substances - drugs-, alcohol and tobacco.
26. Exploiting women, adolescents, girls, or boys for labor purposes - domestic service, help at home or domestic workers - or sexual purposes - prostitution, pornography.
27. Consume or distribute illicit substances – drugs of any type or form.
28. Participate in or support organized crime activities, be it human trafficking, drug trafficking, trafficking in firearms, organs, endangered species, religious or protected objects, or any other action considered illicit.
29. Carry out acts, actions, or practices that generate massive and premeditated pollution or degradation of the environment and natural resources.
30. Disclose to others outside the Organization or use for your benefit information that is not generally available to the public to which the Organization or the Member has access because of their position, such as confidential information of a technical, financial, or commercial nature or other “privileged information.”
31. awarding and receiving grants is expected to be free of actual, potential, or apparent conflicts of interest. Directors and members must refrain from using their positions to obtain economic, financial, or other personal benefits related to grants. Additionally, each officer or member must disclose to the Board of Directors or Committee on which they serve, and also to the Board, the material facts of any proposed matter in which the Officer/Member has an actual or potential conflict of interest before consideration by a Committee or the Board. Suppose the disclosed issue is considered an actual or perceived conflict of interest under the conflict of interest policy. In that



- case, the Officer or Member with the conflict must recuse themselves from consideration of the matter and must leave the room during its review. The presentation of the conflict and the deliberation, without the participation of the interested party, will be recorded in the minutes.
32. Directors and members must avoid incurring any financial interest or personal obligation that could affect (or appear to affect) their judgment in dealings on behalf of REAL with companies or individuals. Each person should examine their activities and those of their family to reveal conditions that could create or appear to create a financial interest concerning the transactions of the Organization.
33. Generally, the Board of Directors may delegate REAL's investment decisions to a Special Investment Committee headed by an Investment Advisor supervised by the President. The Board, as a matter of practice, does not have to make specific investment decisions. However, directors and Members have the duty not to participate in any investment activity that conflicts with the interests of the Organization and the responsibility not to obtain personal financial benefits through the use of special knowledge or privileged information acquired. Through his service as a director and Member. Members may not communicate any information known to them due to their position as Director and member of Committees that has yet to be made public. They may not use such information for private benefit at any time. No Director or Member may affect any transaction in a security or recommend such transaction based on confidential or privileged information regarding the Organization's investments.
34. It is understood that managers will be involved in essential activities and worthy causes outside of REAL. The experience of members and Directors who serve as directors or officers of for-profit and non-profit organizations allows them to acquire special knowledge about various areas of interest to REAL. However, serving on a nonprofit Board of Directors while being a Director or Member of the Organization creates a duality of goods that must be disclosed in case there are discussions about grants or information about that organization. The disclosure requirements of this Code of Ethics are intended to prevent any real or apparent conflict of interest. Directors should refrain from serving on boards that routinely present conflicts of interest.

DESIGNATION OF ETHICS COMMITTEE

The Ethics Committee will comprise three people self-nominated and appointed by the general assembly, following objective and impartial criteria in both circumstances, with solid and proven knowledge of personnel management and investigation.

Suppose the complaint is against one of the members of the Ethics Committee. In that case, this person will refrain from continuing to hear about the complaint and, failing that, will take office and be replaced by another person with the same merits and conditions as the first, providing that there is no conflict of interest or previous situations.

COMPLAINTS MANAGEMENT

The Network of Latin American Experts and Analysts (REAL) has defined a unique procedure for the management of complaints related to behaviors that conflict with ethics and integrity, which aims to



allow an appropriate, rapid investigation and make an early identification of cases of abuse, harassment, torture, ill-treatment, inhuman or degrading treatment, discrimination or harassment, corruption, fraud, which constitute serious misconduct and are, therefore, grounds for the adoption of disciplinary measures, including separation from the organization dismissal, contractual cancellation or the established inter-institutional or cooperation relationship.

All people must be informed of the complaint management procedure, the names of the people who make up the Ethics Committee, and the mechanism or technological resources available to file a complaint.

During the investigation process of a complaint, in its degree of consummation or the event of suspicion, the strictest degree of confidentiality will be maintained until it is specified, reaffirmed, or distorted once the pertinent investigation is completed.

MECHANISM FOR SUBMITTING COMPLAINTS TO THE ETHICS COMMITTEE

The mechanism or technological resource available to file a complaint is through the electronic complaints box open on the website and by email, and even a WhatsApp message addressed to the members of the Ethics Committee. All complaints and information provided will be managed with the strictest confidentiality to protect all parties' identities adequately.

ETHICS COMMITTEE PROCEDURE

The procedure that the Ethics Committee will follow and based on which it will make decisions will be as follows:

1. During the investigation, the person involved in inappropriate conduct must be separated. Their membership will be suspended once their situation is clarified, and they cannot act on behalf of REAL.
2. Request the necessary support and advice if required.
3. Assign and delegate the investigation to an investigation team if the incident violates this code or REAL policies, protocols, manuals, or statutes and, therefore, requires a more in-depth analysis.
4. Provide the appropriate guidelines and follow-up regarding the progress of the investigation.
5. Assess the information objectively and impartially.
6. Communicate to the person who filed the complaint the actions being taken and the decisions adopted based on the investigation.
7. Report to the relevant local security and justice institutions if the events are criminal.
8. Refer the allegedly affected person to a trusted organization that provides psychological services to receive the appropriate assistance, providing the corresponding follow-up.
9. Generate the external communication strategy if necessary.
10. Prepare a containment statement, press release, or declaration if necessary; on that basis, the Representatives will reply and share.
11. Manage all information regarding concerns that have resulted in complaints, internal policies, and applicable national and international legislation.
12. The respective minutes will be drawn up for all agreements and decisions adopted by the Ethics Committee, which all its members must duly sign.



13. A numbered record of all complaints presented and investigated must be kept, stating the actions carried out and from which a general report will be generated and presented at the monthly meeting without providing further detail to the Board of Directors.

IMPLEMENTATION OF THE CODE OF ETHICS AND CONDUCT

To ensure effective compliance with the Code of Ethics and Conduct, they will implement the following measures:

All REAL members must accept and sign the consent on the terms expressed in this Code of Conduct once approved before future applications, integration of members, hiring, and subscriptions of inter-institutional agreements, , agreements, and memorandum of understanding, among others.

The Ethics and Conduct Committee and the Internal Training Committee will be in charge of the socialization and reminder process of the Code of Ethics, annually or when it is appropriate to do so.

Adopt and integrate ethical and integrity measures within relevant internal processes from the design, planning, implementation, monitoring, follow-up, and evaluation of programs, projects, agreements, and agreements with partner organizations, donors, and institutions, risk management, supervision, and accountability and selection processes of suppliers, consultants, and collaborators.

On the website <https://real-latam.org>, organizational social networks, communication materials, country chapters, and workplaces, information will be displayed in which REAL transmits that it is an organization with integrity and high ethical values; the general guidelines for the presentation of complaints, clearly indicating the means available to report them and the contact mechanisms of the Ethics and Conduct Committee open.

Disclosure statements will be developed for Officers/Members to complete annually. This questionnaire will be completed by each Member/Director, revealing any information that may be considered a conflict of interest. However, it is the responsibility of each person to report, in writing, up-to-date any developments about the matters included in this policy statement or the information statements.

All disclosure statements and reports will be kept confidential, and access to such materials will be limited to the President, the Ethics and Conduct Committee, and other persons designated by the President who reasonably need to know the contents or whose duties involve the custody of such materials. Materials.

The Ethics and Conduct Committee will present to the REAL General Assembly an annual report on implementing the Code of Ethics and Conduct and a summary of complaints raised and investigated to ensure transparency and accountability.



INCORPORATION IN THE MEETING AGENDA

As part of the permanent agenda of each meeting, the President of the Board of Directors and the Director, as appropriate, must call for the disclosure of any conflict of interest, and attendees will also be allowed to object to the presence of an undisclosed conflict regarding any matter relating to a Director/Member. The minutes of all Board meetings shall record each announced disclosure of any conflict of interest and the abstention from voting by Directors/Members who have a conflict of interest.

Any Director/member aware of an actual or potential conflict of interest concerning any matter brought before the Board will not participate in any discussion or be present during any vote. Said Director / Member will also refrain from defending her interest informally through contacts, communications, or private conversations.

COMMUNICATIONS AND MEDIA

For the Network of Latin American Experts and Analysts (REAL), it is relevant to make known the guiding principles regarding communications and the media, taking into account that all the necessary ethical elements, integrity, protection, and security are available to ensure that people with ulterior motives cannot misuse photographs, videos, and related information beyond the agreed purpose and consent.

1. a single voice will issue REAL's public and private communications through the General Coordinator, who is in the first line of internal strategic operational decision-making and is considered the point of contact.
2. REAL undertakes to ensure that before requesting participation in interviews, webinars, training, seminars, publications, and field activities, among others, that involve taking photographic and video images, it will request the respective authorization and, in particular, if it comes to include adolescents, girls and boys, whose interests will be protected above any other consideration and taken with the corresponding sensitivity and care, to safeguard dignity, identity, confidentiality, privacy, image, and honor, as well as prevent product of these families and communities are stigmatized or stereotyped.
3. Authorization is necessary to use the information obtained in interviews, images, video, or audio. It will contain consent and acceptance, as the case may be, indicating the purposes and the different ways it can be used. Use the information, photograph, video, or audio of the total or partial voice of the person whose image or voice appears or is heard before it circulates through any means of communication, whether formal or alternative. It is understood that the responsibility will fall on the medium or organization that makes it public.
4. Whoever takes the photographic, video, or audio images or conducts the corresponding interview, whether a collaborator or a contracted production company, will transfer the copyright or intellectual property rights to REAL.



5. REAL undertakes to carefully monitor and save the information that appears in publications to ensure that your data will be used appropriately and stored in a secure and restricted database with authorization issued by the Coordination for its use. Take the same care and application when making audiovisual material available to third parties. Applicable data protection laws must be strictly observed.
6. The correct or incorrect use of photographic, video, or audio material is the responsibility of the website editor, not of whoever took the photograph, video, or audio.
7. All images uploaded to the REAL website or social networks, in which authorizations are obtained through people's consent, are understood to be the organization's property; however, once shared, it has no control over the copy. Or the distribution of such material by Internet users.
8. For photographic, video, or audio material, no money or gift will be given to the people whose image or voice appears in them, neither at the time of production nor in the future.
9. At any time, consent may be withdrawn by sending written notification to the General Coordination of REAL. It is understood that this will be done to the extent possible, with the understanding that removing images, videos, or Designation of the Ethics Committee is impossible.

SELECTION OF MEMBERS AND STAFF

The Network of Latin American Experts and Analysts (REAL) will do everything possible to detect and prevent requests and applications from inappropriate people who may try to access the organization's actions so that additional procedures will be applied to the organization's Procedures Manual.

The terms of reference that announce invitations to applications or a vacant position will establish that REAL is an organization with ethical, integrity, and safe principles and values; requirements will be set for the selection process:

1. Accept the confidentiality conditions of the REAL selection process
2. Express interest in being part of REAL or being invited.
3. Submit your resume according to the format designed for this purpose, accompanied by supporting documents.
4. Authorize verifying references, security study, and competencies according to format.
5. Participate in a selection interview.
6. Accept REAL's membership conditions.

In line with transparency and adequate personnel management, these requirements must be met by the Selection Committee appointed for this purpose, regardless of whether the applicant is referred and recommended or is known and must be attached to the corresponding personal file. as well as the signed document(s), which express having read and accepted the current policies, protocols, manuals,



and organizational guidelines, as well as others that arise after and during the validity of their integration into REAL.

COMPLIANCE WITH THE CODE OF ETHICS AND CONDUCT.

A Director/Member must immediately disclose actual or potential conflicts of interest to the Board of Directors President or the Ethics and Conduct Committee. If an Officer/Member believes that they have violated, or in good faith believes that another member of the Board of Directors has violated, any provision of this Code, that member must immediately report the alleged violation to the Chairman of the Board of Directors or directly to the Ethics and Conduct Committee.

Retaliation is prohibited; no one who reports in good faith an actual or suspected violation of this Code or other illegal act will be subject to retaliation. Retaliation against an individual for reporting in good faith an actual or suspected violation of this Code or for participating in an investigation of a breach is a serious crime and may result in disciplinary action.

KNOWLEDGE OF THE LAW

Directors and Members are only expected to be familiar with some laws and regulations relating to this topic. In case of doubt, however, it is up to each Director/Member to consult with the Ethics and Conduct Committee.

This policy statement addresses some matters that may require evaluation, judgment, and analysis of the law or discretionary action. Therefore, the Ethics and Conduct Committee will be responsible for resolving controversies, making interpretations, and issuing any opinion regarding all matters that arise; the decisions will be final; however, the Board of Directors shall have the right to authorize deviations from this policy if, in its discretion, such variations appear advisable and in the best interest of the Organization.

REVIEW

This Code will be reviewed as required and, if necessary, reformed, updated, and, in any case, expanded and not diminished in a maximum period of every three years. This revised version and any subsequent versions will supersede previous understandings thereof.