



Integrity Policy

All our board members of the Quina Care Foundation are aware of our Code of Conduct for the Quina Care Foundation (<https://www.quinacare.org/document/code-of-conduct.pdf>).

1. ABUSE OF POWER

The board of the Quina Care Foundation has a balanced composition. Our foundation is always governed by at least three directors with equal voting rights. None of these three directors share a household or come from the same family.

Our board is structured to minimize the risk of conflicts of interest related to other activities. To make this transparent, we publish the other activities of directors on our website. Our board members are unpaid and can only receive reimbursement for actual expenses incurred in the performance of their board duties. Payments are made based on submitted written claims.

2. CORRUPTION

Both the treasurer and the other two board members are authorized on the foundation's bank account(s). Every payment is approved by another board member. All payments are based on a board decision documented in the minutes.

Our foundation handles the entrusted resources and assets carefully; we do not waste them. The foundation does not tolerate corruption or extortion and takes all possible measures to prevent it.

Our local partner in Puerto el Carmen, Ecuador, is La Fundación Quina Care Ecuador. Projects are carried out in collaboration with this local partner.

3. INTERPERSONAL VIOLATIONS

During our trips to our project, we conduct ourselves professionally and respectfully. We do not accept favors of any kind from individuals, companies, or organizations with a direct interest in our presence as individuals or in our capacity as representatives of the foundation. Professional behavior also includes respect for the customs and traditions of the local population.

Travel expenses for board members to the project are covered personally.

Interns/volunteers that we send out sign our code of conduct.

The Integrity Policy is posted on our website.