

**ALL-RUSSIAN NON-GOVERNMENT ORGANIZATION
“RUSSIAN RED CROSS”**

APPROVED BY
the Resolution of the Governing
Board of All-Russian Non-
government organization
“Russian Red Cross”
of 12 August 2025
(Minutes No. 100/18)

**THE CODE OF ETHICS
of All-Russian Non-government organization
“Russian Red Cross”**

Moscow, 2025

1. General provisions

1.1. The Code of Ethics of All-Russian Non-government organization “Russian Red Cross” (hereinafter referred to as “the Code” and “the RRC”, respectively) brings together the RRC’s unified ethical standards and principles and establishes rules of conduct that are mandatory for the RRC’s members, volunteers and employees.

1.2. The objectives of this Code are to prevent violations of ethical standards and rules of conduct in the RRC, protect human dignity of all persons participating in the RRC’s activities, protect children from violence, abuse and exploitation, contribute to strengthening the RRC’s reputation, establish honest and equitable treatment of the RRC’s members, volunteers, employees and partners in the regions and in the territories where the RRC and its organizations operate.

1.3. This Code has been developed in accordance with the Constitution of the Russian Federation, the current legislation of the Russian Federation, and the provisions of international humanitarian law established by the Geneva Conventions of 12 August 1949 and their Additional Protocols, the Statutes of the International Red Cross and Red Crescent Movement (hereinafter referred to as “the Movement”), the Constitution of the International Federation of Red Cross and Red Crescent Societies (hereinafter referred to as “the IFRC”), Resolutions of International Conferences of the Red Cross and Red Crescent and other documents of the Movement, the Convention on the Rights of the Child of 20 November 1989, and other international legal obligations of the Russian Federation in full compliance with the Fundamental Principles of the Movement (hereinafter referred to as “the Fundamental Principles”), the RRC’s Statutes, the RRC’s Policy of Good Partnership, the RRC’s Child Safeguarding Policy, the RRC’s Policy on Personal Data Processing, and the RRC’s Policy of Preventing and Controlling Fraud and Corruption.

1.4. The Fundamental Principles and the RRC’s Statutes should be followed for the cases not regulated by this Code.

1.5. The RRC’s members, volunteers and employees base their activities on the unconditional and unquestioning acceptance and observance of the Fundamental Principles as defined by the RRC’s Statutes.

1.6. This Code applies to all RRC’s members, volunteers and employees, persons hired by civil law contracts and any other persons whose actions may be perceived by beneficiaries, partners, the government and society as actions of the RRC as a whole (hereinafter referred to as “persons participating in the RRC’s activities”). Persons participating in the RRC’s activities shall be guided by the provisions of this Code both during working hours and during non-working hours.

1.7. Should persons participating in the RRC’s activities violate this Code, they shall bear liability in accordance with the RRC’s Statutes and this Code.

1.8. This Code applies to persons participating in RRC’s activities regardless of whether this Code was signed by such persons or not.

1.9. The RRC’s governing bodies are responsible for the observance and enforcement of this Code.

2. Rules of conduct for persons participating in the RRC's activities

2.1. The conduct and actions of persons participating in the RRC's activities shall comply with the Fundamental Principles, the RRC's Statutes and this Code.

2.2. Persons participating in the RRC's activities, when making decisions in situations where there are no regulatory requirements, shall rely on the basic moral personal precepts, i.e. the RRC's values.

2.3. The conduct of persons participating in the RRC's activities shall be based on good faith, respect and loyalty to the interests of the RRC and shall not in any way harm the RRC's reputation or compromise the RRC. Persons participating in the RRC's activities (the RRC's members, volunteers and employees) are prohibited from intentionally posting, publishing or distributing in any form materials containing advertisements or images of alcoholic and nicotine-containing products, as well as military-related materials.

2.4. Persons participating in the RRC's activities shall act with reasonable and necessary caution and prudence.

2.5. Persons participating in the RRC's activities shall demonstrate the highest standards of personal ethics, respect the dignity of the people with whom they interact, including other RRC's members and beneficiaries.

2.6. Persons participating in the RRC's activities shall refrain from publicly expressing their opinions on events with political overtones or participating in political activities that could compromise the principles of impartiality, neutrality and independence.

2.7. Persons participating in the RRC's activities shall respect the confidentiality of any information that has become known to them due when exercising the rights and duties of the RRC's member and shall not unlawfully use information that has become known to them or unlawfully use their organizational position.

2.8. Persons participating in the RRC's activities shall disclose a conflict of interests and resolve it by not participating in the discussion of relevant motions and decision-making on such motions.

2.9. If persons participating in the RRC's activities are provided with the RRC's property, they shall use it exclusively for the purpose of carrying out the activities assigned to them in the RRC and carefully use the RRC's property and resources.

2.10. Persons participating in the RRC's activities shall not abuse their power or authority, for example, by using the RRC's property for personal purposes or undermining the RRC's credibility.

2.11. Persons participating in the RRC's activities shall refrain from all forms of fraud and corruption and any form of harassment.

The RRC and its organizations completely exclude any forms of forced labor, child labor; threats of physical or other violence, verbal insults and any form of humiliation of honor and human dignity are unacceptable.

2.12. The RRC and its organizations adhere to standards aimed at preventing sexual exploitation and violence by persons participating in the RRC's activities and protecting the RRC's beneficiaries from such actions.

Any form of sexual exploitation, violence and harassment by persons participating in the RRC's activities against the RRC's beneficiaries, including the exchange of the RRC's assistance for sexual services, is unacceptable in the RRC and its organizations.

The RRC's governing bodies are responsible for creating and maintaining an environment that discourages sexual exploitation and violence.

The RRC and its organizations shall guarantee reliable mechanisms for reporting alleged cases of sexual exploitation and abuse and ensuring the confidentiality and protection of complainants.

2.13. Persons participating in the RRC's activities shall promote cooperation, collaboration and partnership relations among the RRC's members.

The basis of the relationship between the persons participating in the RRC's activities are the RRC's values. Every person participating in the activities of the RRC and its organizations shall have the opportunity to freely express ideas aimed at improving the RRC's effectiveness and efficiency and learning lessons.

2.14. Persons participating in the RRC's activities shall contribute to strengthening the RRC's credibility among the public by their personal example.

2.15. Persons participating in the RRC's activities shall not commit acts that discredit (undermine the reputation) the RRC and themselves as the RRC's member, volunteer or employee.

2.16. The RRC and its organizations welcome labor dynasties, the transfer of skills from generation to generation. At the same time, relatives of the RRC's employees shall not receive additional benefits when applying for a job. Protectionism in any form, including protectionism based on nepotism, is unacceptable for the RRC and its organizations.

2.17. Persons participating in the RRC's activities shall bear other responsibilities in accordance with legislation of the Russian Federation.

3. Principles of personal data processing

3.1. In order to ensure the protection of human and civil rights and freedoms when processing personal data, including the protection of the rights to privacy, personal and family secrets, all personal data processed by the RRC shall be regulated by the RRC's Policy on Personal Data Processing approved by the Resolution of the RRC's Governing Board of 21 April 2022.

3.2. Personal data shall be collected, processed, stored and used exclusively in the interests of the beneficiary for the provision of humanitarian, social and other assistance.

3.3. Personal data shall be protected by all necessary technical measures to ensure their complete security.

3.4. The RRC's governing bodies shall restrict access to the personal data of beneficiaries and other personal data based on the requirement to ensure complete security of personal data.

3.5. Persons participating in the RRC's activities are responsible for the misuse of beneficiaries' personal data and other personal data.

When working with personal data, persons participating in the RRC's activities are responsible for the compliance with the following requirements:

data processing must be legal, acceptable and transparent;

data processing must be carried out on the basis of a specific, substantive, informed, conscious and unambiguous consent of the person and in accordance with pre-determined legal purposes;

processing (including collection) of data unnecessary for the performance of labor, volunteer or other relevant duties, is prohibited;

data must be accurate and up-to-date;

storage period of the collected data must be limited;

security and protection of personal data must be ensured.

3.6. Persons participating in the RRC's activities who have witnessed violations of the use of personal data shall immediately report this to the RRC's Ethics Commission.

4. Principles of child protection and safety

4.1. The RRC has the RRC's Child Safeguarding Policy approved by the Resolution of the RRC's Governing Board of 26 December 2024 aimed at ensuring that all RRC's activities prioritize the safety of children, their protection from violence, sexual violence, exploitation, abuse, neglect and harm, as well as ensuring their rights and well-being.

4.2. Persons participating in the RRC's activities shall mindfully exclude direct or indirect cooperation with those who pose a danger to children.

4.3. Persons participating in the RRC's activities shall eliminate the risks of harm to the physical and mental health of children, as well as the risks of violence, abuse and exploitation of children in their activities and projects, and ensure that persons participating in the RRC's activities related to children understand and comply with their responsibilities.

4.4. Persons participating in the RRC's activities shall provide support and protection to persons in whose respect a complaint has been received about the risk or fact of harm to the physical and mental health of children, as well as the risk or fact of violence, abuse or exploitation of children by ensuring confidentiality, safety and comprehensive consideration of the complaint.

4.5. Persons participating in the RRC's activities shall immediately notify the RRC of the risk or fact of harm to the physical and mental health of children, as well as the risk or fact of violence, abuse or exploitation of children while carrying out activities on behalf of the RRC by a person participating in the RRC's activities, by sending a complaint to the RRC's Ethics Commission.

5. Prevention of discrimination in the RRC

5.1. Persons participating in the RRC's activities shall not allow favoritism and discrimination related to race, skin color, nationality, ethnicity, gender, age, religion and religious beliefs, property, social, official, marital status, political beliefs, membership in public associations permitted in the Russian Federation, physical abilities of a person or other similar characteristics.

5.2. The RRC's governing bodies shall act as guarantors of compliance with this Code, demonstrate by personal example their commitment to this Code and the RRC's values, shall not allow in their governing activities any forms of discrimination, favoritism and protectionism, harassment or violence, as well as the use of methods detrimental to the personal dignity of persons participating in the RRC's activities, making unreasonable, illegal or unfair solutions.

6. Principles of protection of informers

6.1. The RRC shall create conditions for informing about non-compliance with the provisions of this Code and for protecting the rights and legitimate interests of informers who have reported violations.

6.2. The RRC's Ethics Commission shall ensure the confidentiality of the informer's identity. The informer's identity shall be kept secret if the informer does not agree to disclosure. Access to information about the informer's identity shall be provided only to the authorized persons of the RRC.

6.3. An informer shall not be persecuted, dismissed, discriminated against or subjected to other forms of pressure from the RRC. In case of a threat, legal and organizational protection measures shall be applied.

6.4. The RRC shall provide an opportunity to submit a complaint without revealing the informer's identity. Anonymous complaints shall be treated on a par with named complaints if they contain sufficient data for verification.

6.5. The RRC's Ethics Commission shall acquaint the informer with the sequence of procedures in order to verify the information received about a possible violation of the provisions of this Code. Taking into account the principle of non-disclosure of confidentiality during the verification, the informer may be notified of the results of the verification.

6.6. If necessary, the informer may be provided with psychological support (including cases when the informer requests such support).

7. Use of the name and emblem of the Red Cross, the emblem (logo) and the name of the Russian Red Cross

7.1. The rules and procedure for the use of the name and emblem of the Red Cross, the emblem (logo) and the name "Russian Red Cross" are defined in the Regulation on the Rules and Procedure for the use of the Name and Emblem of the Red

Cross, the Emblem (logo) and the name “Russian Red Cross” approved by the Resolution of the RRC’s Governing Board of 13 June 2024.

7.2. Persons participating in the RRC’s activities have the right to use the emblem (logo) and the name “Russian Red Cross” when carrying out their activities pursuing the RRC’s goals and objectives on instruction of the RRC’s governing bodies including the governing bodies of the RRC’s structural divisions.

7.3. Persons participating in the RRC’s activities shall not use the emblem (logo) and the name “Russian Red Cross” to obtain any benefit, promote their own and third-party initiatives, goods and services without receiving appropriate instructions from the RRC’s governing bodies.

7.4. Persons participating in the RRC’s activities, in case of detection of incorrect use of the name and emblem of the Red Cross, the emblem (logo) and the name “Russian Red Cross”, shall report this to the RRC’s Central Office in order to promptly prevent and resolve this process.

7.5. Persons participating in the RRC’s activities shall endeavor to spread knowledge about the rules of using the name and emblem of the Red Cross, the emblem (logo) and the name “Russian Red Cross”.

8. Public appearances and statements

8.1. Persons participating in the RRC’s activities have the right to use their status in public speaking when carrying out their activities pursuing the RRC’s goals and on instruction of the governing bodies of the RRC and the governing bodies of structural divisions of the RRC.

8.2. Persons participating in the RRC’s activities have the right to use their status in carrying out activities aimed at spreading knowledge about the RRC, international humanitarian law, the Fundamental Principles and ideals of the Movement.

8.3. Persons participating in the RRC’s activities shall not use their status to obtain any benefits, promote their own and third-party initiatives, goods and services without receiving appropriate instructions from the governing bodies of the RRC or the governing bodies of the structural divisions of the RRC.

8.4. Persons participating in the RRC’s activities shall contribute to the formation of the RRC’s corporate image.

When interacting with stakeholders, including beneficiaries and including cases of joint activities within the RRC, persons participating in the RRC’s activities shall comply with the requirements of professional conduct and ethics, avoiding actions that may damage the RRC’s corporate image. Such actions include, for example, negative public statements and publications about the RRC and its organizations’ activities, inappropriate behavior at events where persons participating in the RRC’s activities represent the RRC and its organizations’ interests.

8.5. Persons participating in the RRC’s activities shall comply with the Fundamental Principles and values of the RRC in their public appearances and statements.

8.6. Persons participating in the RRC’s activities shall not disseminate or discuss information related to the activities of the RRC, its organizations or other stakeholders

on public Internet resources without the consent of the RRC and its organizations, shall not post photos and videos that do not correspond to reality and/or discredit the reputation of the RRC and its organizations.

8.7. Persons participating in the RRC's activities shall refrain from making public statements, judgments and assessments on behalf of the RRC and its organizations, including on the Internet, regarding the activities of national and local governmental bodies and their leaders.

8.8. The provisions established by this section of the Code apply to the requirements for persons participating in the RRC's activities when using social media and messengers, both personal and corporate.

9. Interaction with partners

9.1. The basics of the RRC's partnership are defined in the RRC's Good Partnership Policy approved by the Resolution of the RRC's Governing Board of 17 October 2024.

9.2. Persons participating in the RRC's activities may contribute to establishing relationships with partners who recognize the RRC's commitment to the Fundamental Principles and partners who contribute to the development of people and society, the development of humanitarian, charitable, volunteer activities, the practical implementation of the principles of corporate social responsibility, activities consistent with the activities of the RRC, contributing to the expansion of the humanitarian activities of the RRC having a stable positive business reputation.

9.3. When establishing and maintaining partnerships with individuals and legal entities, persons participating in the RRC's activities shall avoid interaction with organizations whose activities contradict the legislation of the Russian Federation, the principles of international humanitarian law, internationally recognized standards in the field of human rights and labor, as well as other international legal obligations assumed by the Russian Federation.

9.4. Persons participating in the RRC's activities shall not establish relations with terrorist organizations or legal entities whose activities are banned; individuals and legal entities whose interaction undermines the RRC's credibility and has a negative impact on the RRC's activities, as well as with potential partners whose activities are related to the production, distribution and advertising of weapons and ammunition as their main activity, nicotine-containing products, pornographic materials or objects, individuals and legal entities whose activities may pose direct or indirect risks to the activities of the RRC, its organizations and their business reputation.

10. Professional activities of persons participating in the RRC's activities

10.1. Persons participating in the RRC's activities, when performing their professional activities, shall refrain from actions not related to the RRC, which may damage the RRC's reputation and the Fundamental Principles adopted by the internal regulations of the RRC.

10.2. Persons participating in the RRC's activities, with the exception of the RRC's employees, shall provide professional assistance to the RRC free of charge and on a voluntary basis.

11. Relations of the persons participating in the RRC's activities among themselves

11.1. Persons participating in the RRC's activities, in their relations with each other, shall act based on cooperation, mutual respect, equality of each other and the unity of the goals of the joint activities defined by the RRC's Statutes, shall not allow discrimination, arrogant, conflicting and any other socially unacceptable attitude.

11.2. Persons participating in the RRC's activities shall act in good faith taking into account the provisions of the RRC's Statutes, this Code, the RRC's local regulations, as well as taking into account the applicable regulations, standards and recommendations adopted by the RRC.

11.3 Persons participating in the RRC's activities shall comply with the requirements of the RRC's governing bodies and the governing bodies of the RRC's structural divisions.

11.4. Persons participating in the RRC's activities, if the RRC's needs to use the available professional knowledge, skills and abilities of other persons, have the right to involve such persons in the RRC's activities pro bono (gratuitous provision of professional services) or on a fee basis.

11.5. Persons participating in the RRC's activities, in their interaction with each other, shall act based on mutual respect and equality, avoiding discrimination, arrogant, conflicting and any other socially unacceptable attitude.

11.6. If persons participating in the RRC's activities have the experience, knowledge, skills or abilities necessary for other persons participating in the RRC's activities, they may act for such a person as a mentor with such person's consent or as requested by the governing bodies of the RRC or the governing bodies of structural divisions of the RRC.

12. Compliance with the Code and the procedure for reviewing complaints of its violation

12.1. This Code applies to all areas of activities of the RRC and its organizations. All local regulations of the RRC and its organizations shall be developed in accordance with the provisions of this Code.

12.2. If persons participating in the RRC's activities detect signs of unethical behavior or witness violations of the provisions of this Code or the RRC's Statutes, they shall report this to the RRC's Governing Board or the RRC's Ethics Commission established by the RRC's Governing Board as soon as possible by sending a complaint to etika@redcross.ru, the RRC's hotline or in any other way available.

12.3. The RRC's Ethics Commission established by the RRC's Governing Board shall operate on the basis of this Code and the RRC's Statutes. Members of the RRC's Ethics Commission (totaling at least three members) shall be appointed by the RRC's

Governing Board from among the members of the RRC's Governing Board. In order to respect the independence of judgments of the members of the RRC's Ethics Commission, the RRC's Governing Board has the right to involve outside experts in the activities of the RRC's Ethics Commission from among persons who are not members of the RRC.

12.4. The received complaints are subject to registration and initial review by the Executive Secretary of the RRC's Governing Board, during which the content of the received complaint is assessed for the relevance to the competence of the RRC's Ethics Commission. If the received complaint contains facts not related to the signs of unethical behavior of persons participating in the RRC's activities, this complaint is not subject to further consideration. If the received complaint contains facts related to statutory activities of the RRC, this complaint shall be redirected to the appropriate structural division of the RRC's Central Office and/or directly to the RRC's governing bodies.

12.5. The Executive Secretary of the RRC's Governing Board shall ensure the confidentiality of information about the person who sent the complaint and shall not allow any information about such person to be passed to third parties.

12.6. If a person participating in the RRC's activities, in whose respect a complaint of possible unethical behavior has been received, is a member of the governing or auditing body of the local branch of the RRC, the complaint must be sent by the Executive Secretary of the RRC's Governing Board to the Presidium of the higher regional branch of the RRC for consideration at the next meeting.

12.7. If a person participating in the RRC's activities, in whose respect a complaint of possible unethical behavior has been received, is a member of the governing or auditing body of the regional branch of the RRC, the complaint must be sent by the Executive Secretary of the RRC's Governing Board to the RRC's Governing Board or directly to the RRC's Ethics Commission for consideration at the next meeting.

If, prior to receiving a complaint by the RRC's Ethics Commission, this complaint has been reviewed by the Presidium of the regional branch of the RRC, in which a person participating in the RRC's activities works, volunteers or is registered, in whose respect there is information about a possible violation of this Code or the RRC's Statutes, such complaint shall be considered directly at a meeting of the RRC's Ethics Commission, whilst requesting materials on this issue from the relevant Presidium of the RRC's regional branch.

12.8. The Presidium of the RRC's regional branch shall inform the RRC's Ethics Committee through the Executive Secretary of the RRC's Governing Board of the results of the review of the complaint by sending an extract from the minutes of the relevant meeting within 3 days of the date of the meeting.

12.9. The RRC's Governing Board or the RRC's Ethics Commission shall review on a monthly basis the resolutions adopted by the governing bodies of the RRC's structural divisions and decide on the cancellation, revision or approval of the relevant resolutions.

12.10. As a result of the review of the complaint by the RRC's Governing Board or the RRC's Ethics Commission, the following decisions shall be made:

12.10.1. On the absence of confirmation of the facts of unethical behavior set forth in the complaint and termination of consideration of the complaint.

12.10.2. On issuing a reprimand to a person participating in the RRC's activities with a request to bring their activities in line with this Code and the RRC's Statutes.

12.10.3. On issuing a warning to a person participating in the RRC's activities about the inadmissibility of violations of this Code and the RRC's Statutes including cases with the issuance of a recurrent reprimand.

12.10.4. On submitting for consideration to the Presidium of the RRC's branch in which the person participating in the RRC's activities is registered, to the Presidium of a higher RRC's branch, as well as to the RRC's Governing Board the issue of expelling a member of the RRC from the membership of the RRC due to the confirmation of the fact of unethical behavior, including cases with the issuance of a recurrent warning.

12.11. Information on the progress of consideration of the complaint, date, time, place and method of participation in the consideration of the complaint shall be sent to the complainant within 30 days of the date of receipt of the complaint.

12.12. Information on the result of the review of the complaint shall be sent to the complainant within 15 days of the date of consideration of the complaint by the RRC's Ethics Commission, and if the complaint is sent for consideration to the Presidium of the RRC's branch or to the RRC's Governing Board, within 15 days of the date of the resolution on the complaint.

12.13. The Executive Secretary of the RRC's Governing Board shall summarize and analyze incoming complaints on possible unethical behavior, the results of their review, and submit an annual report to the RRC's Governing Board no later than February 20 of the year following the reporting year.

12.14. Compliance by persons participating in the RRC's activities with the RRC's Statutes and this Code shall be controlled by the Presidium of the RRC's branch, in which the person participating in the RRC's is registered.

13. Amendment procedure

13.1. Amendments to this Code shall be made following a resolution of the RRC's Governing Board.
