



CODE OF ETHICS OF THE FOUNDATION

THE HOUSE OF THE RISING STARS

PREAMBLE

The Foundation *The House of the Rising Stars*, hereafter referred to as “the Foundation” has developed a code of ethics in an effort to define the principals of action and the ethical rules that follow from the mission vested in the Foundation and the common values of its founders.

This code of ethics prescribes some specific, but not exhaustive, standards of conduct designed to promote and sustain within the Foundation and the Foundation’s relations with the people who make it up and with whom it deals, a culture of integrity and respect of the commitments of the Foundation by its directors, its employees and its officers.

In addition, this code of ethics guarantees the transparency of the use of donations with donors (businesses, public agencies, associations, foundations and individuals) and the independence of the Foundation from those parties in the conduct of its general policy.

The principals enumerated in this code of ethics engage each member of the Foundation, founders, directors and collaborators, and are sent to donors at a simple request. It is signed by all principal directors and collaborators of the Foundation. It is available on the Foundation’s website.

I – PRINCIPALS OF ACTION

The directors and the collaborators of the Foundation demonstrate commitment in the performance of their duties, act with professionalism and in a spirit of partnership.

ARTICLE 1 – COMMITMENT

The commitment of directors is reflected in particular by active participation in decision-making within the Foundation, through attendance at Board meetings, committees and



working groups of which they are members and by the promotion of the reputation and influence of the Foundation on the occasion of events or publications.

The directors shall serve on a voluntary basis and will receive no remuneration. However, they are entitled to reimbursement of their travel and accommodation expenses, on a reasonable basis.

Officers and collaborators of the Foundation put their skills and their energy to service for the objectives of the Foundation and commit to a reputation of excellence for the Foundation.

ARTICLE 2 – PARTNERSHIP

The Foundation works with institutions responsible for education, training and promotion of students and young adults in the spirit of long-term partnership and endeavors to build trusting relationships with them.

The Foundation demonstrates in all circumstances responsiveness and flexibility and strives to find the best solution to meet the needs of its partners, since these entities may help to better fulfill its mission or to allow it to act more efficiently, in respect of its independence.

The Foundation is open to all forms of cooperation useful to the pursuit of its mission with public and private partners sharing the same goals and values and, if necessary, welcomes favorably and participates in any code of ethics, code of conduct and statement of principles of said partners.

ARTICLE 3 – DECLARATION OF INTERESTS

The Foundation arranges for its directors and its principal collaborators to declare the authorities and functions they perform outside of the Foundation that could create a conflict of interest with their functions within the Foundation. When a director or an officer becomes aware of a situation that could be considered a conflict of interest, he or she must inform the Chairman of the Foundation, who will make a recommendation to the Board of Directors to resolve the situations presented to it.

ARTICLE 4 – CONFIDENTIALITY

Directors and employees of the Foundation promise to respect the principle of confidentiality and not to disclose non-public information on issues presented in various forums of the Foundation (project committees, boards, etc.).

II – ETHICAL STANDARDS



ARTICLE 5 – LOYALTY

All directors and collaborators of the Foundation will seek to fulfill his or her obligations with honesty and integrity, with the objective in mind of respecting the initial plan of the Foundation.

ARTICLE 6 – NEUTRALITY

Directors and collaborators of the Foundation are required, in the exercise of their duties and when they intervene on behalf of the Foundation, to the highest degree of neutrality in debates of political, ethnic, and/or religious character.

Officials of the Foundation shall take necessary measures to ensure that collaborators abstain from any position and any behavior that could call into question the neutrality of the Foundation or taint its reputation, particularly in the context of relations with the “Rising Stars” as well as during missions and events of all kinds in which the Foundation participates.

ARTICLE 7 – INTEGRITY

The principle of integrity implies notions of objectivity, impartiality and independence. Directors and collaborators of the Foundation shall not accept any gifts, favors or benefits of a value greater than an amount determined by the Board.

III – RESPECT OF HUMAN DIGNITY

ARTICLE 8 – HUMAN RIGHTS

In facilitating the promotion of young talent all over the world and without discrimination of any kind, the Foundation makes a specific contribution to the defense of human dignity.

ARTICLE 9 – FIGHT AGAINST DISCRIMINATION

The Foundation, its directors and employees shall refrain from any form of discrimination based on ethnic, religious, political, or sexual grounds, and contribute by their action to the promotion of diversity and in particular the role of woman in civil society and the economy.

IV – DONOR RELATIONS

ARTICLE 10 – VALUES AND COMMITMENTS OF THE FOUNDATION

The Foundation assures donors that their donations will be used with respect to the following principals:



- Actions of vigilant collection: the Foundation respects the laws and regulations in force on the day of the signing of this Charter, including those relating to the protection of personal data.
- Careful management of funds raised and related functions: the Foundation is committed to using management methods to optimize the use of funds available to it, and put in place procedures and controls to do this.
- Financial transparency with regard to donors: the Foundation establishes annual budgetary documents according to the provisions of Articles 21 and 22 below.
- A distinction is made between donations allocated to a specific program or project and unrestricted donations that will be used to fund activities and operations of the Foundation. Concerning restricted donations, the Foundation promises, in accordance with the applicable rules and procedures in effect, to ensure allocation of donations in accordance with the intentions expressed in writing by donors, insofar as they fall within the scope of its statutory missions and principles defined herein.

These provisions shall be understood in the interest of the Foundation to preserve its independence and integrity, and to protect itself from any situation that could be detrimental to its image.

ARTICLE 11 – INDEPENDENCE OF THE FOUNDATION

The Foundation is committed to maintaining its independence from donors in its strategic decisions.

The Foundation ensures that the use of funds will not be used to pay or to provide benefits to someone capable of influencing the prescription, purchase, or usage of goods or services sold by a donor. It also ensures that the donor does not seek to gain an advantage with members of the Board of the Foundation by improper influence.

The Foundation will not accept any special requirements of corporate sponsors that would undermine the purpose of the Foundation and its founding members.

ARTICLE 12 – SOLICITATION FOR FUNDRAISING

Fundraising solicitations must:

- Clearly indicate the purpose of the fundraising;
- Comply with the provisions of this code of ethics;
- Cease towards a potential donor who requests it.

ARTICLE 13 – ACCEPTANCE OF DONATIONS

The Foundation receives donations from public or private organizations and individuals, in



accordance with the missions of general interest such as they are defined by its statutes. However, the Foundation is prohibited from receiving gifts of any kind on behalf of political organizations, trade unions, or religious institutions.

The Foundation ensures that none of its actions be incompatible with its object and its image and that of its founding members.

The Foundation reserves the right to refuse gifts from business or individuals:

- whose activities are contrary to the general interest of the Foundation's missions;
- whose image would be detrimental to the Foundation, its founding members or its staff by association;
- when the gifts are encumbered with disproportionate charges or conditions that may impede the accomplishment of the goals of the Foundation;
- if a reasonable doubt exists as to the correctness of the operations of the donor.

To do this, the Foundation undertakes all necessary research for any information that may provide insight on these different points, prior to accepting a donation.

ARTICLE 14 – RESPECT OF DONORS

The Foundation undertakes to only implement fundraising methods that are respectful of donors and people who contribute.

The Foundation undertakes, in accordance with applicable regulations and procedures in effect, to ensure an allocation of donations in accordance with the intentions expressed in writing by donors, as long as they fall within the missions of the Foundation and the principals defined herein.

The Foundation will, in addition, provide the donor, upon request, information on the usage made of his or her gift.

If it is necessary to change the allocation of these donations, they will be used in a manner that is most consistent with the original intentions of the donor.

Donors (individuals, companies) will receive an official receipt for tax purposes.

Companies can enter into a sponsorship agreement with the Foundation.

The Foundation is committed to respecting the laws and regulations relating to the protection of personal data and appeals to public generosity, and to keep a donation confidential at the express request of the donor, with the exception of paragraph 2 of Article 21.



The Foundation shall not exchange, rent or share its list of current and potential donors with other entities, with the exception of its founding members.

In its communications policy with current and potential donors, the Foundation will comply with their demands, especially with regard to the frequency of contact and means used.

Finally, the Foundation ensures that the name of the donor that it chooses to include on perennial or temporary media is that of the corporation which pays the donation, represented by its corporate name, logo, or other object or designation known to be representative of the company's business and that the use of this name respects the will of the latter in terms of communication and image.

ARTICLE 15– POLICY OF RECOGNITION

In accordance with the provisions in force on sponsorship, the Foundation complies with the principle of non-compensation for the donor.

However, the Foundation, in order to express gratitude towards its donors, may propose actions of recognition to them, taking care to respect a significant disproportion between the value of the donation and the benefits of these actions.

The Foundation does not allow any commercial activity on the part of partner companies when making space available.

ARTICLE 16 – USE OF THE IMAGE OF THE FOUNDATION

The Foundation is committed to ensuring that any use by donors of the logo and the name of the Foundation and that any use of the sponsorship for the purposes of communication are respectful of the image of the Foundation, its founding members and the reputation of those who work there.

ARTICLE 17 – IMPARTIAL MANAGEMENT

The Foundation commits to respecting the following principles:

- No compensation of directors;
- No direct or indirect distribution of profits to members or directors;
- No allocation of assets to members of the Foundation or their dependents;
- No use of funds received for commercial purposes;
- Prohibition of agreements between the Foundation and its offers or intermediaries that could undermine the impartial nature of their management.

All decisions made by the directors of the Foundation must be in the sole interest of the



Foundation and the aims it pursues. In no event shall a director, employee or volunteer or anyone representing the Foundation and speaking on its behalf profit, on their own account or anyone else's, from his or her relationship with the Foundation.

ARTICLE 18 – RIGOROUS MANAGEMENT

The Foundation is committed to the efficient and effective use of the financial resources made available to it through donor contributions. With this principle in mind:

- The Foundation implements procedures and controls allowing for the appropriateness and effectiveness of its management;
- The Foundation selects service providers and suppliers with the greatest possible objectivity and prohibits any relationship with service providers or suppliers that may challenge the unbiased nature of that selection;
- The Foundation prohibits any compensation of providers based on the results of fundraising;
- The Foundation is committed to promote the maintenance of administrative expenses within the limits recognized in the world of philanthropy;
- The Foundation excludes in advance all expenses extravagant in nature or disproportionate to the real needs of its business.

ARTICLE 19 – TRANSPARENCY ON THE WORK OF THE FOUNDATION

The Foundation is committed to providing accurate, reliable, objective and loyal information to its donors and especially to make known the general guidelines of the Foundation, its commitments, its choice of actions, the origin and use of funds raised, the names of its directors and its organization.

The Foundation is committed to making available to members of the Board of Directors of the Foundation upon request, details of donations and actions of recognition accorded to donors through corporate sponsorship, provided that they agree to respect any confidentiality clauses that the Foundation has accepted at the request of its partners.

The Foundation is committed to sending its memorandum to donors upon request.

ARTICLE 20 – FINANCIAL TRANSPARENCY

The Foundation is committed to establishing accounts and annual reports of activities as well as an annual account of the utilization of resources. The Foundation certifies its accounts annually by an auditor attesting to the fair presentation and consistency with accounting records, the information presented in the account of resource use. The Foundation commits to disseminate to all donors the information and comments on the annual account of the



utilization of resources and to make available to those, at the headquarters of the Foundation, the annual accounts, the account of resource utilization and related legal reports.

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The Foundation expects that each of its members, directors, officers and employees adhere to these values by making the commitments of the Foundation their own and in respecting the code of ethics in the performance of their duties on behalf of, directly or indirectly, the Foundation.

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