

FONPLATA

Financial Fund for the Development of the River Plate Basin

CODE OF ETHICS AND CONDUCT

Resolution PRE/RES-11/19

February 2019

FOREWORD

To all FONPLATA staff:

The Code of Ethics and Conduct serves as a normative reference document for all FONPLATA personnel. It is also a disciplinary instrument designed to encourage behavior that is consistent with the Institution's guiding principles.

The Code of Ethics and Conduct gives effect to these principles through a set of values and universal ethical and moral standards that govern the Institution's internal operations and its engagement with the environment in which it carries out its activities.

This document sets out the behaviors that are considered appropriate, as well as those that are deemed improper from an ethical standpoint. Adhering to this Code entails a moral commitment to use it as an essential reference for both personal and professional conduct, and it must therefore be an integral part of the organizational culture.

The guidance provided through this Code will enable us to uphold the highest standards of behavior and make sound decisions, always in the best interest of the common good.

Putting into practice the principles set forth in this Code will allow us to build an organization grounded in solid ethical values and mutual respect, as well as a workplace that is welcoming, inclusive, and participatory.

Sincerely,

Juan E. Notaro

Executive President

OUR COMMITMENT

Sharing the workday with others in a professional setting requires: (a) making every effort to create a pleasant and productive workplace, despite the challenges that may arise; and (b) recognizing that failing to do so not only affects oneself, but also the team as a whole.

The ethical commitment expected of all staff, consultants, and temporary personnel entails fostering a healthy and effective work environment, in service of FONPLATA's institutional mission. To this end:

1. We work toward the fulfillment of FONPLATA's institutional mission and expect that all duties carried out contribute meaningfully to that mission.
2. We promote a work environment free from any form of physical or psychological mistreatment, disrespect, or violation of the rights of individuals or entities.
3. We reject all forms of abuse of authority, including the use of hierarchical positions to intimidate or compel individuals or entities to act in ways that do not serve FONPLATA's institutional objectives.
4. We oppose any practice that involves discrimination of any kind against individuals or entities. We denounce undue privileges and strive to maintain an equitable attitude toward all, without allowing personal relationships to interfere with professional duties.
5. We carry out our activities without allowing personal conduct or attitudes to interfere with the fulfillment of the Institution's mission.
6. We take responsibility for our work and avoid negligence or indifference. While mistakes may occur, we have a duty to acknowledge and correct our own errors.
7. We practice transparency and ensure consistency between our stated ethical principles and our actual conduct.
8. We always recognize that others' work depends on our own, and vice versa. We promote teamwork and keep in mind that responsibilities and achievements are collective objectives.
9. We avoid allowing interpersonal conflicts to persist and escalate into resentment or frustration. We address issues with colleagues honestly and constructively through the appropriate channels.
10. We foster a work environment free of suspicion, distrust, or communication breakdowns among colleagues, thereby promoting quality and effectiveness in the workplace.
11. We maintain healthy communication with colleagues and clients, upholding and promoting the rights of every interlocutor: the right to ask, to give, to receive, and to decline.

12. We encourage and participate in shared spaces for reflection, dialogue, and mutual understanding among colleagues, in order to improve the quality of joint work and interpersonal relationships.
13. We continuously strive to improve our own work, always keeping in mind that performing our duties well and effectively is the preferred course of action in any circumstance.
14. We dedicate time to our own professional development, recognizing that each individual is the most valuable tool available. We adapt to change without fear or bias, and seek to grow through new experiences.
15. We strive to find in our work sufficient reasons to take pride in the roles and services we perform.
16. We understand that deviations from or violations of the Code of Ethics and Conduct are unacceptable, and that we must feel empowered to bring such matters to the attention of an appropriate colleague or through the Ethics Committee. FONPLATA does not permit discrimination or retaliation of any kind against individuals who report illegal or unethical behavior in good faith.
17. We acknowledge that failure to comply with the Code of Ethics and Conduct may result in the initiation of disciplinary proceedings and the imposition of sanctions.
18. We accept that the provisions of the Code of Ethics and Conduct must be applied in accordance with FONPLATA's regulations and policies governing conduct, rights, and obligations.
19. We affirm our understanding of the principles contained in the Code of Ethics and Conduct and our commitment to abide by them.

TITLE I — GUIDING PRINCIPLES

1. The Need to Maintain High Standards of Ethical Conduct

The Financial Fund for the Development of the River Plate Basin ('FONPLATA') is an international public institution whose mission is to promote the balanced development and integration of the River Plate Basin and its member countries, providing technical and financial support to that end.

FONPLATA and its staff, consultants, and temporary personnel, as applicable, are required to uphold the highest standards of ethics and professional conduct in the performance of their duties, in order to achieve the legitimacy and public trust necessary to effectively fulfill the institutional mission, and to establish a positive, productive, and motivating work environment.

2. Basic Obligations of FONPLATA and Its Personnel

FONPLATA is committed to promoting and maintaining a work environment that supports — and is supported by — ethical behavior, while encouraging ongoing awareness of and dialogue on ethics and conduct. To that end, discrimination or prejudice of any kind, workplace harassment in any form, abuse of authority, mistreatment, and intimidation of any nature must be avoided at all times. Both international and local staff, as well as consultants and temporary personnel where applicable, are obligated to fulfill their duties toward FONPLATA and toward borrowers, beneficiaries, and clients in general. They must act with loyalty, integrity, and impartiality, thereby contributing to the preservation of FONPLATA's institutional prestige and reputation. All personnel shall maintain professional relationships founded on respect for all persons.

TITLE II — GENERAL PROVISIONS

Purpose of the Code

The purpose of the Code of Ethics and Conduct (the 'Code') is to provide ongoing guidance and support regarding appropriate ethical conduct for: (i) FONPLATA as an institution that operates through the decisions and actions of its management; (ii) FONPLATA staff in the performance of their duties; (iii) consultants and temporary personnel where applicable; and (iv) the bodies responsible for implementing, interpreting, and administering the Code's provisions. To this end, the Code establishes a set of Core Values and a framework for Conduct in Special Situations, which together contribute to creating the work environment and operational standards best suited to achieving the highest levels of ethics and conduct in the exercise of institutional functions.

Scope and Application

This Code applies to all FONPLATA staff, consultants, and temporary personnel in the performance of their duties, and extends beyond the conclusion of their engagement with regard to the use of information generated or obtained during the period of service.

The Code does not provide specific guidance for every possible ethical situation or dilemma that may arise in the course of professional activities. Reference to the Code, together with sound judgment in standard situations, will help resolve matters not expressly addressed therein.

The provisions of this Code do not supersede the rights and obligations under public law that each staff member, consultant, or temporary employee may hold by virtue of their nationality. However, the provisions of this Code shall apply to ensure compliance with FONPLATA's institutional objectives.

Relationship of the Code with Other Regulations and Policies

The provisions of the Code must be applied in accordance with FONPLATA's regulations and policies governing the conduct, rights, and obligations of the Institution and its personnel. The

Code shall serve as the primary document for establishing general principles and appropriate behavioral expectations in the workplace. In all cases, these instruments shall be interpreted harmoniously, avoiding contradictions and seeking complementarity among them.

Misconduct

FONPLATA prohibits and sanctions staff, consultants, and temporary personnel for engaging in misconduct. Any act of misconduct shall be treated as a sanctionable offense in accordance with the applicable disciplinary regulations. Misconduct may occur even in the absence of an express intent to cause harm or offense, and includes — without limitation — violations of FONPLATA's Constitutive Agreement, the Agreement on Immunities, Exemptions, and Privileges, Headquarters Agreements and other agreements entered into with member countries, the Code, employment contracts, the Disciplinary Regulations, or any other regulation establishing work-related obligations, as well as failure to observe the standards of conduct that are specifically expected of personnel in their official capacity.

TITLE III — CORE VALUES

The conduct of FONPLATA and its personnel, as well as that of consultants and temporary staff where applicable, is governed by a set of Core Values that are shared by the Institution and its personnel. These Core Values apply to FONPLATA and to all staff, consultants, and temporary personnel.

The Core Values are:

a. Loyalty

Staff, consultants, and temporary personnel must comply with all applicable FONPLATA policies, regulations, and rules. They shall commit to the Institution's mission and uphold their duty of loyalty to FONPLATA, recognizing no other authority with respect to the performance of their duties and services that could impair the fulfillment of those duties or prevent them from acting independently and in a manner consistent with FONPLATA's mission. This also means that FONPLATA, in its capacity as employer and contracting party, must uphold this principle by supporting its personnel in a manner consistent with the Institution's interests and reputation.

b. Integrity

The core elements of integrity are: (i) personal qualities of honesty, probity, sincerity, and freedom from corrupt influences; and (ii) compliance with applicable local laws and adherence to

FONPLATA's regulations and rules. These elements encompass the overall conduct of staff, consultants, and temporary personnel.

c. Impartiality

FONPLATA and its personnel, consultants, and temporary staff must make every effort to ensure that their actions are consistently objective and professional. In the performance of their duties, they must ensure that personal relationships, financial interests, personal beliefs, nationality, or religion do not compromise — or give the appearance of compromising — their professional conduct. They must also refrain from allowing the philosophy or political orientation of any FONPLATA member country to influence their decisions, which shall be impartial and based exclusively on the pursuit of FONPLATA's objectives.

d. Discretion and Confidentiality

FONPLATA and its personnel, consultants, and temporary staff shall act with tact, discretion, and prudence, safeguarding confidential information to which they have access by virtue of their functions and services, refraining from making public statements or participating in public events that may compromise — or give the appearance of compromising — the performance of their duties or damage FONPLATA's reputation, and in any event abstaining from making unauthorized recordings of meetings of its governance bodies and internal committees.

e. Equity

FONPLATA and its personnel, consultants, and temporary staff shall apply policies and regulations uniformly and consistently in order to: (i) prevent the abuse of authority; (ii) ensure a work environment free from arbitrary decisions; and (iii) provide equitable treatment to FONPLATA's member countries, clients in general, and all relevant stakeholders.

f. Tolerance

FONPLATA and its personnel, consultants, and temporary staff are expected to demonstrate a genuine willingness to understand and respect the diverse cultures and perspectives that make up the Institution's work environment and business relationships. This requires considering the views of others and possessing the skills needed to work without bias or prejudice toward individuals with different characteristics, including different nationalities, races, genders, religions, ages, sexual orientations, physical conditions, social circumstances, or political orientations.

TITLE IV — SPECIAL CONDUCT SITUATIONS

The Core Values described above serve as guiding principles for interpreting this Code. They shall be used by FONPLATA to help resolve ethical issues not expressly addressed in this section.

Given the impossibility of exhaustively enumerating every ethical issue that may arise in the course of an employment or service relationship, the following presents a non-exhaustive description of certain common and well-characterized situations.

CHAPTER I — GENERAL CONDUCT

Public Image

FONPLATA respects the private lives of its personnel, consultants, and temporary staff. Nonetheless, they are required to conduct themselves in accordance with high standards of personal behavior, as set forth in the Core Values. In particular, they must manage their private affairs — personal, family, social, financial, and otherwise— in a manner consistent with FONPLATA's prestige and reputation, and in such a way that their actions cannot reasonably be interpreted as motivated by a desire to derive improper benefit from their association with FONPLATA or from privileged knowledge acquired through that association.

Duties toward FONPLATA

In the exercise of their functions and services, staff, consultants, and temporary personnel must fulfill their duty of loyalty to FONPLATA and shall recognize no other authority with respect to the performance of their duties. As employees or service providers of an international public institution, they shall not accept instructions relating to the exercise of their functions from any external authority, whether public or private, including governments or other international organizations.

National Laws, Privileges, and Immunities

Staff, consultants, and temporary personnel must comply with the laws of the country in which they provide services to FONPLATA. The privileges and immunities conferred upon them are granted exclusively for the fulfillment of their functions and services at FONPLATA, and solely with respect to actions taken in an official capacity. Personnel must refrain from using or attempting to exploit such privileges and immunities for personal benefit. FONPLATA shall cooperate with the authorities of member countries to facilitate the proper administration of justice and to prevent any abuse of the privileges and immunities conferred upon FONPLATA and its personnel.

The violation of national laws by a staff member, consultant, or temporary employee shall constitute misconduct and a sanctionable offense under the applicable disciplinary regulations.

Respectful Treatment of Others

Staff, consultants, and temporary personnel must maintain appropriate professional relationships and treat all individuals and organizations working with FONPLATA with dignity and respect, without bias, harassment, or other forms of misconduct. They must conduct themselves in a manner that does not negatively affect the integrity, public image, or interests of FONPLATA.

CHAPTER II — CONFLICTS OF INTEREST

The existence of conflicts between a staff member's, consultant's, or temporary employee's obligations to FONPLATA and their personal interests undermines their commitment to the Code and the fulfillment of their professional duties. FONPLATA and its personnel share responsibility for keeping the Institution free from the harm that actual or apparent conflicts of interest can cause.

To this end, staff, consultants, and temporary personnel must avoid any situation involving — or giving the appearance of — a conflict between their personal interests and their responsibilities to FONPLATA. Should a potential conflict arise, FONPLATA's interests shall prevail over personal interests.

Conflicts of interest may take various forms. The most common types are identified below, along with guidance on how to address them.

18. Conflicts Between FONPLATA's Positions and Staff Opinions

Staff, consultants, and temporary personnel must fulfill their obligations to the Institution, including supporting its decisions and contributing to their implementation, even when such decisions do not align with their personal opinions. Nevertheless, they have the right to express dissenting views within FONPLATA and to request that their superiors place such views on record. In duly justified exceptional circumstances, personnel may request that their supervisors relieve them of specific duties that are directly at odds with their personal, religious, or moral convictions.

19. Conflicts Arising from Partisan Political Activities

Notwithstanding their work for an international organization, staff, consultants, and temporary personnel are recognized as having a legitimate interest in participating in the civic and political affairs of the countries and communities to which they belong. However, in order to preserve the independence and impartiality required of international public officials — including consultants and temporary staff — and to avoid any potential interference or conflict with their functions and services, they may not engage in public affairs or participate in partisan political activities, either directly or through public media or open social media platforms, in ways that could involve the potential candidacy for, acceptance of, or appointment to a political or public office that could compromise FONPLATA's institutional positions or directly affect its authorities. To accept public

office or a candidacy for such, the staff member, consultant, or temporary employee must first resign from FONPLATA.

20. Financial Conflicts

Staff, consultants, and temporary personnel may manage their personal financial affairs as they see fit, provided that doing so does not contravene the provisions of this Code. Their personal affairs — and in particular their securities transactions — must be managed in such a way that their actions cannot reasonably be interpreted as motivated by a desire to benefit from their connection to FONPLATA or from privileged knowledge acquired through that connection. In all cases, such management must avoid actual or apparent conflicts between personal interests — or those of immediate family members or affiliates — and FONPLATA's interests, and must not compromise the independence of judgment required in the performance of official duties and services.

Staff, consultants, and temporary personnel must refrain from using — or providing to others — confidential information to which they have access by virtue of their association with FONPLATA for the purpose of conducting personal financial transactions. Confidential information includes any market-sensitive information relating to pending or ongoing actions by FONPLATA or governments, the disclosure of which could materially affect the market value of FONPLATA's securities or those of any of FONPLATA's borrowers, lenders, or suppliers.

The following transactions are prohibited, and staff, consultants, and temporary personnel must refrain from participating in them: (I) transactions in securities issued by FONPLATA; (II) knowingly acquiring, directly or indirectly, for their own account or on behalf of others, any financial interest in: (i) a loan granted by FONPLATA; or (ii) any entity participating in a financial transaction with FONPLATA or maintaining a financial or supplier relationship with FONPLATA, including a borrower or executing agency of a FONPLATA-financed activity, which could reasonably be considered to have influence over their decisions or to represent a source of conflict of interest, from the moment such transaction or relationship begins to be considered until it has been fully concluded. These prohibitions apply to any financial interest held by staff, consultants, or temporary personnel in all of FONPLATA's borrowers, lenders, or suppliers, regardless of whether such personnel are involved in the relevant transaction or relationship through their functions or services at FONPLATA.

21. Conflicts of Interest Arising from Family Relationships

Relatives of staff, consultants, or temporary personnel up to the third degree of kinship shall not be eligible for appointment as FONPLATA staff. Personnel who enter into a familial relationship with a colleague through marriage or domestic partnership must report this situation. Staff, consultants, or temporary personnel must recuse themselves from any work-related activity involving a relative or a person with whom they maintain an intimate relationship, including the assignment of duties, performance evaluations, merit pay determinations, and other actions inherent to their functions.

22. Conflicts Related to Procurement and Contracting

Staff, consultants, or temporary personnel involved in FONPLATA's procurement and contracting processes who hold — or may hold — direct or indirect external interests, whether financial or otherwise, including interests of a national nature, that give rise to actual or apparent conflicts with FONPLATA's interests, must disclose this to their immediate supervisor and recuse themselves from the process in order to avoid any appearance of favoritism.

23. Conflicts Related to the Acceptance of Gifts and Favors

To the extent that giving and receiving gifts may compromise the fulfillment of obligations to FONPLATA, staff, consultants, and temporary personnel must refrain from accepting gifts or favors — or the promise thereof — with a value exceeding USD 100 or its equivalent, when such gifts are offered during their engagement with FONPLATA in connection with the position held or the responsibilities performed.

For the purposes of this provision, 'gifts or favors' shall include, without limitation, loans, discounts, options, services, entertainment, raffle tickets, transportation, meals, accommodations, or any tangible item or service of monetary value. Notwithstanding the foregoing, staff, consultants, and temporary personnel may accept discounts for events they are authorized by FONPLATA to attend and whose costs would otherwise be borne by FONPLATA, and may also accept meals, local transportation, and other similar courtesies of negligible value associated with FONPLATA-authorized activities, provided that their acceptance does not — actually or apparently — compromise the personnel involved.

24. Corruption and Other Sanctionable Conduct

Corruption, fraud, coercion, collusion, bribery, theft, and misappropriation are strictly prohibited. Such conduct shall be sanctioned under FONPLATA's Disciplinary Regulations, without prejudice to any other applicable legal provisions. Prohibited corrupt practices include soliciting or accepting, facilitating or instigating — directly or indirectly — any benefit for oneself or a third party in exchange for any act or omission related to the performance of one's functions at FONPLATA. Staff, consultants, and temporary personnel shall also not offer or provide to others any benefit in exchange for acts or omissions related to the performance of those persons' professional responsibilities.

25. Other Activities That May Give Rise to Conflicts

Staff, consultants, and temporary personnel must refrain from accepting invitations to testify, make statements, or provide opinions before public authorities of member countries without prior authorization from FONPLATA.

While it is recognized that staff, consultants, and temporary personnel may engage in activities compatible with their position at FONPLATA, they must obtain prior authorization from FONPLATA when, due to their role at the Institution, they are invited to participate in conferences, panels, radio or television programs, to write articles, or to address topics intended for publication, as well as before accepting any honoraria, donations, or expense reimbursements for such activities.

CHAPTER III — DECLARATIONS TO FONPLATA

26. Declarations

Upon joining FONPLATA, and throughout the duration of their employment or service relationship, staff, consultants, and temporary personnel shall submit the sworn declarations required under applicable regulations and procedures. These declarations must include truthful, accurate, and verifiable information relating to their status as staff, consultants, or temporary employees, disclosure of interests, declarations regarding dependents, and other relevant data. Failure to submit the required declarations, alteration of data, or partial or full misrepresentation — or any other action intended to obtain an undue benefit — shall be treated as sanctionable misconduct under the Disciplinary Regulations.

CHAPTER IV — USE OF INFORMATION

27. Provision of Truthful Information

Staff, consultants, and temporary personnel must provide FONPLATA with truthful, accurate, and timely information in the performance of their duties and services, or in situations where FONPLATA's rules and regulations require the disclosure of personal information. They must not intentionally misrepresent the truth, particularly when providing information to FONPLATA or to other parties engaged in activities with FONPLATA. Violations may be subject to the penalties set forth in the Disciplinary Regulations.

28. Public Statements

Staff, consultants, and temporary personnel must refrain from making public statements on behalf of FONPLATA unless expressly authorized to do so under applicable policies.

29. Communications with the Press

Only duly authorized staff, consultants, and temporary personnel may communicate with the press on behalf of FONPLATA. When doing so, they must keep in mind that they are speaking

on behalf of the Institution and must avoid making personal references or expressing personal opinions.

30. Information Protected by Copyright

FONPLATA holds the copyright to all materials produced by staff, consultants, or temporary personnel in the performance of their duties and services. FONPLATA has the exclusive right to publish or use such materials in any manner it deems appropriate. Any protected information may only be used by personnel with the prior authorization of the Executive President, regardless of whether they contributed to its creation.

31. Protection of Confidential Information

When confidential information is provided to FONPLATA, both the Institution and its personnel, consultants, and temporary staff shall protect the confidentiality of such information in accordance with FONPLATA's policies for managing this type of information.

Staff, consultants, and temporary personnel shall refrain from sharing with unauthorized parties — including governments, entities, or individuals inside or outside FONPLATA — any information that FONPLATA's policies classify as confidential, or that personnel know or should know is confidential or subject to restricted availability. Personnel must respect the privacy of others and must refrain from disclosing to third parties not authorized to receive such information the contents of personnel files or any other FONPLATA confidential document containing personal information about other individuals. These obligations shall remain in force even after the termination of the employment or service relationship with FONPLATA.

FONPLATA shall safeguard and protect the confidential information of its staff, consultants, and temporary personnel. Personnel files, medical records, investigation-related information, personal financial data, and disciplinary sanctions shall be kept confidential to prevent their improper use or disclosure, and access to such information shall be permitted only to meet legitimate and official institutional needs.

CHAPTER V — USE OF FONPLATA PROPERTY

32. Use and Care of Institutional Assets

Staff, consultants, and temporary personnel have an obligation to protect and preserve FONPLATA's property, as well as any other assets entrusted or issued to them. They must use such assets in accordance with applicable regulations, and may not use — or permit the use of — FONPLATA-owned or leased property for non-official purposes without the express authorization of the relevant FONPLATA authorities.

FONPLATA property includes, without limitation, FONPLATA facilities, its name and institutional symbols, equipment issued by FONPLATA, office materials and computers, hardware and software, institutional email, internet access, telephones, and other electronic communication and data storage devices.

The personal use of FONPLATA's electronic systems and equipment is permitted to the extent that it does not interfere with or conflict with official use. Such personal use shall under no circumstances be linked to illegal or unlawful activities, and users are responsible for the professional, ethical, and lawful use of FONPLATA equipment.

Misuse of FONPLATA property includes, without limitation, any use thereof for illegal activities or any use that could reflect negatively on the integrity, public image, or interests of FONPLATA. The creation, downloading, viewing, storage, copying, or transmission of pornographic material, or of material displaying racial, ethnic, religious, or other forms of discrimination, is strictly prohibited.

35. Administrative Investigations

In the exercise of its authority, the Executive Presidency may order administrative investigations to ensure compliance with the foregoing provisions, which may include a review of FONPLATA institutional email accounts to monitor their appropriate use for intended purposes.

TITLE VI — FONPLATA ETHICS COMMITTEE

36. Composition and Functions

The composition of the Ethics Committee, its powers, functions, and procedures shall be established through Special Regulations governing the receipt, analysis, and processing of complaints brought to its attention or matters initiated on its own motion.

37. Reporting Channel

Questions, requests for exceptions, concerns, suspicions, complaints, and suggestions regarding matters covered by the Code of Ethics and Conduct may be submitted to the following address: comitedeetica@fonplata.org

38. Reporting Conditions

Any actual or suspected violation of a guideline, agreement, regulation, or rule must be reported as promptly as possible through the appropriate channels, subject to the following conditions:

- a) The inquiry shall be kept in strict confidence.

- b) Conditions shall be established to protect the identity of the reporting party who formally requests such protection at the outset of the process; such protection shall be maintained throughout the proceedings.
- c) The investigation shall be conducted with impartiality and independence, respecting due process guarantees in all cases.
- d) Reports or allegations that lack substantiation shall not be considered.
- e) Reports or allegations made in bad faith with the intent to harm any individual shall be subject to disciplinary sanctions.
- f) Disciplinary sanctions shall be applied against any attempt at retaliation.

UPDATE LOG

Resolution PRE-41/2015 | 08/17/2015 | Approval of the Position Profiles, Functions, and Competencies Description.

RES-PRE-11/19 | 02/11/2019 | The name FONDO has been replaced with FONPLATA in accordance with RAG 169 of 11/09/2018. The following sections have been supplemented:

Section 17 — d. Discretion and Confidentiality

FONPLATA and its staff, consultants, and temporary personnel shall act with tact, discretion, and prudence, safeguarding confidential information to which they have access by virtue of their functions and services, refraining from making public statements or participating in public events that may compromise — or give the appearance of compromising — the performance of their duties or damage FONPLATA's reputation, and in any event abstaining from making unauthorized recordings of meetings of its governance bodies and internal committees.

Section 19 — Conflicts Arising from Partisan Political Activities

Notwithstanding their work for an international organization, staff, consultants, and temporary personnel are recognized as having a legitimate interest in participating in the civic and political affairs of the countries and communities to which they belong. However, in order to preserve the independence and impartiality required of international public officials — including consultants and temporary staff — and to avoid any potential interference or conflict with their functions and services, they may not engage in public affairs or participate in partisan political activities, either directly or through public media or open social media platforms, in ways that could involve the potential candidacy for, acceptance of, or appointment to a political or public office that could compromise FONPLATA's institutional positions or directly affect its authorities. To accept public office or a candidacy for such, the staff member, consultant, or temporary employee must first resign from FONPLATA.

Prepared by: Legal Office / Human Resources **Reviewed by:** Legal Office **Approved by:** Executive Presidency