

Ethics Charter (as approved by the meeting of the General Assembly held in Brussels on 6 February 2023)

The European Jewish Congress (EJC) is committed to upholding the highest ethical and integrity standards.

EJC-affiliated Jewish communities understand and agree that the credibility of the EJC's work may be impacted by the actions of its representatives and office holders.

The provisions of this Ethics Charter apply to each of those representatives and office holders.

General provisions

Members' representatives and office holders shall behave and perform their duties with complete independence, integrity, dignity, with loyalty and discretion.

They shall act collegially and assume collective responsibility for any decision taken by the EJC.

They shall respect the dignity of their office and shall not act or express themselves, through whatever medium, in a manner which adversely affects the public perception of their independence, their integrity or the dignity of their office.

They shall comply with the duty of loyalty towards the EJC and discretion in discharging their duties. They shall act and express themselves with the restraint that their office requires.

Confidentiality

No Members' representative or office holder may disclose to third parties any confidential information relating to the EJC known to them from their involvement in the EJC. Such confidential information includes opinions expressed in meetings, minutes of any deliberations, internal correspondence as well as positions not otherwise expressed publicly by the EJC as an organization duly represented in accordance with its bylaws.

Conflicts of interests

In any matter of pecuniary value, Members' representatives and office holders are required to disclose any potential conflict of interest to the Executive.

In such matters, and to the extent a conflict of interest is found to exist by the Executive, the conflicted individual shall recuse himself/herself from any decision or deliberation.

Accountability and Allegations of Misconduct

° People who have been subject to a criminal condemnation are not permitted to hold any position at the EJC, unless such condemnation can be determined by the Executive to be manifestly wrong (e.g. it was issued by an illegitimate court or tribunal);

° Members' representatives and office holders formally charged and prosecuted for criminal offences, must offer their resignation from the EJC as soon as such charges are brought against them, and may be suspended by the Executive in accordance with the bylaws. They may not hold any position at the EJC as long as they are suspended by the Executive;

° Members' representatives and office holders who are formally subject to non-criminal measures taken by a public authority that directly affect their ability, or the ability of the EJC, to fulfil their missions, must step down or be removed or suspended in accordance with the bylaws. They may not hold any position at the EJC as long as these measures are not withdrawn or suspended;

° If a formal complaint for an alleged unlawful or unethical behaviour has been filed with a public authority against any Members' representative or office holder, the Executive may put the matter on its agenda if at least one third of the members of the Executive request so.

In such cases, and notwithstanding Art. 27bis,§1 of the bylaws, a decision by the Executive to suspend the said individual requires that at least 75% of the members of the Executive present during the meeting consider that the complaint may have a significant impact on the work or reputation of the EJC and vote in favour of the suspension of the individual until the next meeting of the General Assembly.

The Members' representative or office holder has the right to be heard during the meeting, and to challenge the decision. The said individual may be reinstated in their position if the relevant public authority dismisses the complaint.