Governance and Management Policy

First: Separation of Strategic Guidance and Executive Operations

To ensure transparency and prevent the concentration of power, the organization adopts a clear model separating the role of the Board of Directors (policy-making, oversight, and strategic guidance) from the role of the Executive Management (field implementation, day-to-day management, and accounting). The Chairman and members of the Board of Directors are not permitted to engage in any day-to-day executive activities or receive monthly salaries for their membership.

Second: Performance Evaluation and Risk Management

Annual Institutional Evaluation: The Board of Directors and the Executive Management undergo an annual performance evaluation based on Key Performance Indicators (KPIs) that measure: resource growth rates, the efficiency and impact of implemented humanitarian projects, compliance with regulations and bylaws, and adherence to budgeted budgets.

Risk Management Framework: The organization is committed to establishing and maintaining an Enterprise Risk Register, which is updated annually to monitor and analyze financial risks (such as currency fluctuations), operational risks (field staff safety), legal risks (changes in banking laws and regulations), and reputational risks, while developing proactive plans and control mechanisms to mitigate these risks.

Guide to Drafting a Governance and Ethics Charter:

Drafting a unified organizational document that integrates the vision, mission, and values, ready for immediate publication on the "About Us" or "Governance and Disclosure" pages.

Values-KPIs Matrix: An internal control tool used by the Audit Committee to measure the extent to which employees and management adhere to the values of transparency, security, and efficiency in daily transactions and procurement.

Privacy Policy Guide: An organizational supplement published on the website that details the technical and legal procedures implemented to protect donors' assets, data, and bank accounts during electronic payments, in line with the "security value." Employee and Volunteer Code of Conduct to Prevent Corruption and Abuse of Power: A legally binding document signed by all staff members, outlining strict penalties for violating the values of accountability and transparency or misusing the organization's assets.

Inclusion and Vulnerability Assessment Framework: A procedural guide that translates the "value of diversity and equity" into concrete, practical steps and clear numerical eligibility points for selecting the most vulnerable beneficiaries, avoiding randomness and favoritism.

Due Diligence Checklists: Forensic and financial audit forms used by the organization to verify the integrity of suppliers and partners before contracting with them, providing them as a solid guarantee to the bank.