



VIVA CON AGUA

Code of Conduct (CoC)

Viva con Agua de Sankt Pauli e.V. • Viva con Agua Foundation • Viva con Agua Arts gGmbH
• Viva con Agua Wasser GmbH

Viva con Agua Switzerland • Viva con Agua Austria

Viva con Agua Uganda • Viva con Agua Cape Town



Status as of May 2026

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1. Preamble

Purpose and Scope of The Code for our Vision and Mission

Viva con Agua (VcA) is a worldwide community of activists and organizations. Together we aim to make access to clean drinking water, safe sanitation and hygiene (WASH) a reality for everyone. To fulfil this vision of **ALL IN FOR WATER**, we pursue to activate and connect **ALL FOR WATER** in order to have a transformational impact on WASH and people's access to it.

In our daily work we are guided by our four basic cultural assumptions: **development, joy, potential and connection**. Especially strengthening connections and building trust between people and partners while staying connected with our purpose and our planet and its needs and limits is a prerequisite for a successful mission of VcA.

So, the primary purpose of this Code of Conduct (The Code) is a positive one: to promote exemplary conduct in favour of building and strengthening meaningful connection and impactful collaboration. Especially every person, who is working or volunteering for VcA or benefitting from our mission, shall be able to expect an environment of respect, social care, safety, diversity and dignity.

VcA implements The Code as part of a journey towards a more comprehensive compliance management system. The Code and its policies will be adjusted in reflection of external and internal developments, feedback and learnings. We welcome any input for improvement to the VcA Compliance Officers and the Ecosystem Compliance Board (more details in III.), because that will give better guidance and room for a positive personal development to all of us.

The Code lays out the rules and principles for our ethical, social and legal conduct. It applies to all VcA employees, freelance workers and volunteers of our VcA entities in Germany, Uganda, Switzerland, South Africa and Austria. It shall serve as a binding foundation for our cooperation with all our network and partner organizations, as well as with VcA suppliers and service providers.

The rules of The Code are based on international standards like the Universal Declaration of Human Rights by the United Nations and other standards for transparency and fundamental human rights. They lead to policies and procedures which give more orientation in detail.

The Code will only become vivid by our collective and your personal contribution and conduct as well as frequent workshops and trainings. It is the responsibility of VcA boards and executives as well as VcA Compliance Officers to provide the means and resources for living The Code as a continuous process.

2. Code

Rules of Conduct for People and Partners in our Network

Rule 1: We are committed to act consistently with VcA's brand rights, brand baselines, strategies & policies, which are collected and bound together within our VcA Dropprint. While The Code is an integral part of it, all other building blocks of the Dropprint also serve as a binding guidance for our common and individual conduct. We therefore refer to the respective current versions of our policies as listed below.

Rule 2: We are committed to comply with public laws of the respective countries of registration, project implementation or any other work-related activity for VcA - everywhere between North Cape and Cape of Good Hope. Moreover, we do not only pursue the Human Rights to Water and Sanitation, we highly regard all Human Rights – as declared and ratified by the United Nations - as universal and authoritative guidelines for our conduct.



Rule 3: We are committed to maintain and improve VcA as an inclusive organisation and provide a space of social care and safety. We respect and treat all people equally and in a culturally sensitive manner. We have a humanitarian, ethical and legal responsibility to celebrate and champion equality and diversity. Therefore, we have a zero-tolerance policy towards all forms of (sexual) harassment, bullying, abuse, discrimination, exploitation, or violence as specified in our Anti-discrimination policy.

Rule 4: We are committed to prioritize the protection and safeguarding of children. Their well-being is our utmost priority in all activities of VcA. We have a zero-tolerance policy towards any conduct that could harm children as laid out in our Child Protection Policy. We condemn all forms of child abuse, act accordingly and advocate for child protection.

Rule 5: We are committed to meet the highest ethical standards. Therefore, we have a zero-tolerance policy towards fraud, bribery, and corruption (including money laundering and funding terrorism). We will act, as per our Anti-corruption & Anti-bribery Policy, against those who commit or assist anyone committing the beforementioned breaches.

Rule 6: We are committed to provide safe, healthy and fair labour conditions. We will not use or tolerate any form of forced, compulsory, trafficked or child labour or any kind of discrimination in employment and occupation. We respect the right of employees to freedom of association, to collective action and all other basic principles of the International Labour Organization (ILO). We will maintain respectful and non-violent communication and collaboration with each other to provide an environment of mental and physical well-being.

Rule 7: We are committed to a responsible use of resources this planet offers to us and future generations. We comply with or exceed regulations and standards for environmental protection. We also expect our partners to protect the environment and use water, energy and all other resources sparingly. We will take such criteria as relevance, effectiveness, efficiency and ecological sustainability into consideration within all our activities. We will work on improving our environmental impact and thereby also giving a positive example to others.

Rule 8: We are committed to maintain political independence and a denominational position of VcA. So, we conduct ourselves accordingly and aim to avoid any conflicts of interest at work and while representing VcA. Private political or other personal interest activities of our employees shall not be affected due to their work for VcA, as long as any conflicts of interest are being treated with transparency, reason and in accordance with our Conflict of Interest Policy.

Rule 9: We are committed to a responsible data collection and usage. Our work and impact depend on trust-based relations and partnerships, so we handle all personal information with the greatest care and in compliance with applicable data protection laws and the country-based Data Protection and IT Use Policy to protect data relating to individuals.

Rule 10: We are committed to reliable partnerships and responsible procurement. Our decentralized global network thrives on a variety of evolving partnerships, ranging from local communities, donors, project partners, sponsors, public institutions, license partners, producers, suppliers, customers to artists and influencers. Meaningful connection can only sustain through mutual trust, transparency as well as mutual development. With our Partnership & Procurement Policy we provide guidance for reliable partnerships and a socially, ecologically and economically sustainable procurement based on fair contracts.



3. Connections

Further Policies, Scope of Entities and Compliance Officers

In addition to these general rules, further specifications, which all internal stakeholders and external partners are required to adhere to, are or will be set out in the following policies. List of all current VcA Ecosystem Policies (May 2026):

- Anti-discrimination Policy
- Child Protection Policy
- Anti-corruption & Anti-bribery Policy
- Conflict of Interest Policy
- Data Protection & IT Use Policy
- Partnership & Procurement Policy
- Compliance Management Policy

List of all current VcA Entities within scope of The Code (May 2026):

- Viva con Agua de Sankt Pauli e.V.
- Viva con Agua Foundation
- Viva con Agua Arts gGmbH
- Viva con Agua Wasser GmbH
- Viva con Agua Uganda
- Viva con Agua Cape Town
- Viva con Agua Switzerland
- Viva con Agua Austria

Due to country-specific regulations as well as entity-specific activities and needs, all aforementioned entities have additional policies and procedures in place, which might only refer to one or a few of the above-listed entities. Further information on this can be obtained from the respective Compliance Officer of each entity.

Each VcA executive board is responsible for appointing a Compliance Officer and supporting this person by providing the time, the training and support needed to fill this role successfully. The main tasks of a Compliance Officer are to support the regular development of The Code and its policies as part of an adequate Compliance Management System within the Ecosystem Compliance Board, secure compliance onboarding as well as periodical compliance trainings within its entity, to serve as a contact person for reporting of infringement, to pursue the investigation of infringements as well as to provide periodical compliance reporting to the board. A more detailed role description can be found in the Compliance Management Policy.

List of all current VcA Compliance Officers (May 2026):

Organisation	Compliance Officer	Mail
VcA de Sankt Pauli e.V. & VcA Foundation	Jonas Eble	j.eble@vivaconagua.org
VcA de Sankt Pauli e.V. & VcA Arts gGmbH	Gero Graas	g.graas@vivaconagua.org
VcA Wasser GmbH	Lisa Führlich	lisa@vivaconagua.com
VcA Uganda	Priscillar Atulinde	p.atulinde@vivaconagua.org
VcA Cape Town	Evert van Noordwyk	e.vannoordwyk@vivaconagua.org.za
VcA Austria	Morlin Stargardt	m.stargardt@vivaconagua.at
VcA Switzerland	Sabine Pellegrinelli	s.pellegrinelli@vivaconagua.ch



4. Consequences

Reporting and Reaction to Infringements

Viva con Agua and all its entities are encouraging awareness for and action against any breaches of The Code or its policies. Anyone with concerns, suspicions, or knowledge of incidents regarding breaches of conduct is obligated to immediately report them. While we value trust in each other highly, **whistleblowing is welcomed** as a means to make sure our mission is valued and pursued beyond any inappropriate individual interest or behaviour.

Reporting of alleged Infringements:

- Anyone with knowledge of breaches and infringements of The Code or its accompanying policies shall report to the supervisor or the next higher-level supervisor as well as the Compliance Officer (more details in III.) of the respective entity.
- If the supervisor or the next higher-level supervisor itself is under suspicion of any infringement, reporting shall be made to the executive board as well as the Compliance Officer of the respective entity.
- If the executive board or one of its members is under suspicion of any infringement, reporting shall be made to the supervisory board or its shareholders as well as to the Compliance Officer of the respective entity.
- If the Compliance Officer is under suspicion of any infringement, reporting shall be made to the executive board of the respective entity.
- Reporting on breaches of conduct can also be done anonymously. The global VcA Ecosystem uses [WhistleDesk](#) as a professional Whistleblowing tool for anonymous reporting. All information regarding breaches of conduct is treated confidentially.
- Nobody who reports violations or submits related information with honest intent will face any disadvantage or other consequences, even if the report turns out to be unfounded. Deliberate false accusations will cause disciplinary measures.

Investigation of alleged Infringements:

- The Compliance Officer will conduct the investigation or define an investigation team under his or her lead.
- The investigation team and lead will collect, store and analyse relevant information on the report, while assuring discretion on the report is respected.
- The investigation team will provide a fair chance for a statement or an impartial hearing of reported person(s) and consult other involved people if necessary.
- The investigation team is empowered to confiscate devices to back up data, emails and chat histories.
- The investigation team will compile a summary of findings on relevance of allegation, recommended remedial and/ or disciplinary measures and general learnings for VcA.
- The executive board or any other responsible governing role will take the findings into account and act in accordance with The Code and its policies.

Reaction to Infringements:

- VcA may correct and modify decisions or actions based on a breach of conduct.
- VcA may offer additional training and coaching to alter non-compliant behaviour.
- VcA may take disciplinary measures up to immediate termination and/or the annulment of cooperation agreements in reaction to breaches of The Code or associated policies
- VcA explicitly reserves its right to claim damages, and it will report criminal offenses in compliance with applicable laws to public authorities.

Further guidance about these procedures is given in the **Compliance Management Policy**.



5. Commitment

Declaration of Awareness and Action

As a volunteer/ supporter/ employee/ intern/ freelancer/ board member I hereby confirm that

- I have read this code and its consequences,
- I understand its meaning and value for Viva con Agua and our mission,
- I am ready and willing to actively contribute to bringing The Code into full flow and avoid any action which contradicts its purpose and rules or undermines the integrity of Viva con Agua.

As partners of Viva con Agua, we hereby confirm that

- we have read this code and its consequences,
- we understand its meaning and value for Viva con Agua and its mission,
- we are ready and willing to actively contribute to bringing The Code into full flow and avoid any action which contradicts its purpose and rules or undermines the integrity of Viva con Agua.

(Place and Date)

(Name/ Organisation)

(Signature)



Version	Amended by		Approved by		Comment
	Name	Date	Name	Date	
1.0	Johanna Fehrens	31.03.2025	Jonas Eble	31.03.2025	Initial implementation of Code of Conduct.
1.1	Jonas Eble	06.05.2026	Arnd Boekhoff	12.05.2026	Change to new VcA vision, change of entity names VcA Austria/Switzerland/Cape Town, adjustment of Compliance Officer roles, integration of WhistleDesk as international Whistleblowing tool, correction of spelling errors.
					<i>E.g.: Review without changes; Inclusion of some definitions and modifications to align the Policy with [...]; Amending required conduct on p.4 in order to address new legal requirements.</i>

