



CODE

ETHICAL PRINCIPLES
AND STANDARDS
OF BEHAVIOUR

OF

CONDUCT



PREAMBLE

The **Jannik Sinner Foundation** is committed to helping children and young people around the world access education, sport and opportunities for personal development. We pledge to live the values we promote – in our work with partner organisations and donors, within the foundation itself and in every initiative we support or implement.

This Code of Conduct sets out the core values, standards of behaviour and ethical principles that guide all stakeholders, including employees, Board members, partners, donors, consultants and any third parties acting on our behalf.

This Code of Conduct is to be read in conjunction with the Foundation's Child Protection Policy. While the Code of Conduct sets out the overarching ethical principles and standards of behaviour applicable to all stakeholders, the Child Protection Policy provides specific, binding safeguarding standards and procedures relating to children. In the event of any ambiguity between the two documents, the stricter child protection standard shall prevail.





01

OUR CORE VALUES

A) EQUITY AND INCLUSION

Every child deserves the same chance to learn, grow and succeed, regardless of background or life circumstances. We work to remove barriers and provide support so that every child feels valued, included and able to participate fully.

B) RESPECT AND DIGNITY

We value every individual and respect cultural diversity. The Foundation fosters a culture of kindness, dignity and mutual respect, acting with care and integrity, guided by safeguarding principles and a commitment to protecting children and vulnerable groups.

C) CHILD WELFARE AND PROTECTION

Children's well-being is at the heart of our work. The Foundation upholds the highest standards of child protection and supports only partners with clear safeguarding policies in place. We review and monitor how our direct partners and, where relevant, intermediary organisations (e.g., funds or multilateral bodies) implement these standards.

All stakeholders must comply with the Foundation's Child Protection Policy, which is informed by the UN Convention on the Rights of the Child and aligned with internationally recognised safeguarding standards, including UNICEF's child safeguarding principles. The principles of best interests of the child, zero tolerance for abuse, prevention, respect and inclusion, and continuous improvement form an integral part of this Code of Conduct.

D) EMPOWERMENT

The Foundation uses education and sport as pathways to empower and strengthen children and communities. We focus on building skills, confidence and local capacity, enabling long-term self-reliance and positive change.

E) FAIRNESS

We act honestly, respectfully and fairly in all our interactions, building trust and strong relationships with communities and partners. Children are encouraged to play fair, make just decisions and stand up for what is right – in sports and in life.





F) SUSTAINABILITY AND RESPECT FOR NATURE

The Foundation promotes awareness of why caring for and respecting nature and the environment matters. Children should understand that their well-being depends on a healthy planet and that a safe, liveable future starts with respect for nature.

G) RESPONSIBILITY AND IMPACT

We take responsibility for our actions and strive to make a meaningful, measurable difference in the lives of children and communities. We design and support programmes that deliver tangible outcomes and contribute positively to children's development. Resources are used efficiently to maximise impact through continuous monitoring, evaluation and improvement.

H) TRANSPARENCY AND ACCOUNTABILITY

The Foundation acts openly, ethically and with full accountability to children, families, partners, donors and stakeholders. We communicate decisions, policies and outcomes clearly. Concerns, incidents or misconduct can be reported without fear of retaliation.

I) PARTNERSHIP AND COLLABORATION

We work alongside communities, organisations and stakeholders as equals. Meaningful impact depends on collaboration and shared responsibility.

J) INDEPENDENCE

Our decision-making is free from political, economic or personal influence. Any conflicts of interest must be disclosed and actively managed.





02

BEHAVIOURAL STANDARDS

A) USE OF FUNDS

Grants from the Foundation must be used exclusively for their agreed purposes. Misuse or deviations must be reported immediately.

B) PROFESSIONAL CONDUCT

We act respectfully, reliably, responsibly and without discrimination. Abuse of power, corruption, fraud or any other inappropriate behaviour is strictly prohibited.

C) DATA PROTECTION AND DIGNITY

The Foundation handles data and images, especially those involving children, with the utmost care. Photos, names or personal stories may be published only with consent and after careful consideration.

D) INTERACTION WITH PARTNERS

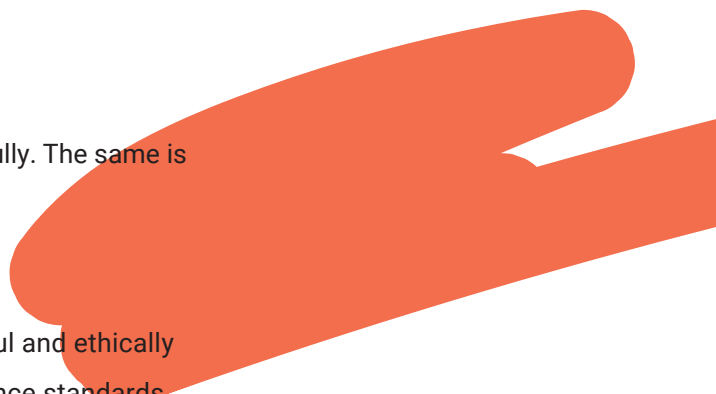
We treat partner organisations fairly, transparently and respectfully. The same is expected in return.

E) ETHICAL FUNDING AND DONATIONS

The Foundation accepts donations and support only from lawful and ethically sound sources that align with our mission, values and governance standards.

We reserve the right to refuse or return any donation that could compromise our integrity, independence, reputation or the well-being of the children we serve.

Decisions on accepting donations are guided by internal due diligence procedures and risk assessments.

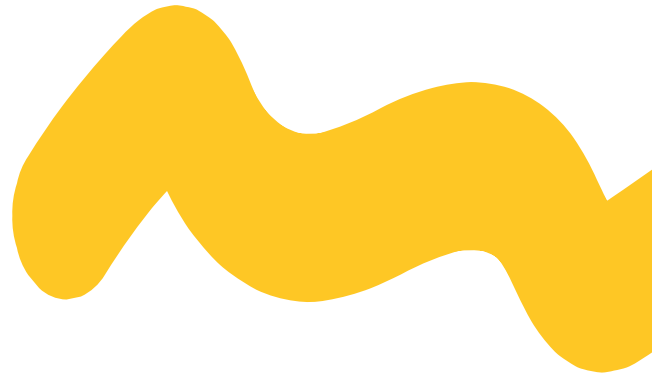




03

REQUIREMENTS FOR PARTNER ORGANISATIONS

Partner organisations receiving support must operate ethically and transparently, comply with all relevant laws, implement adequate child safeguarding standards, provide financial and impact reports in a timely manner and report any violations without delay. In the event of violations, the Foundation may adjust, suspend or terminate funding.



04

CONFLICTS OF INTEREST

All employees and Board members must disclose any potential conflicts of interest, including family or business ties to partners, personal financial advantages or political or economic influence. Decisions must never be influenced by personal interests.





05

WHISTLEBLOWING AND REPORTING

The Foundation encourages open communication and the reporting of any concerns, including misconduct, corruption, violations of child protection standards, misuse of funds and risks to initiative participants. Concerns can be raised through established communication channels or directly with Foundation representatives. All reports are taken seriously, handled with discretion and assessed promptly.

The Foundation is committed to protecting individuals who raise concerns in good faith. Whistleblowers will not experience retaliation, discrimination or any disadvantage as a result of reporting concerns.

06

IMPLEMENTATION AND REVIEW

This Code of Conduct is reviewed regularly and updated when necessary. All employees and partners confirm in writing that they understand and comply with it. As part of our monitoring, we verify whether partner organisations uphold these values and standards and maintain their own ethics codes, policies and safeguarding frameworks. The Child Protection Policy forms an integral and binding component of this Code of Conduct. All employees, Board members, consultants, volunteers and partner organisations must confirm in writing that they have read, understood and will comply with both documents.



07

FINAL PROVISIONS

We see this Code of Conduct as a living document, to be continuously improved. The Foundation reserves the right to amend or supplement it when needed. This Code of Conduct expresses our identity and our commitment to children, partners, donors and the public. It forms the foundation for building trust, strengthening impact and contributing responsibly to a more just world.

