



Code Of Ethic

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Where it all began

Magic Amor ETS was founded in 2002 through the vision and commitment of its founding members, including Dr. Nzumbu lo Ambetima, a physician who dedicated his life to improving the living conditions of the most vulnerable communities, particularly in the Democratic Republic of Congo. Since its inception, Magic Amor ETS has pursued the goal of promoting human, social, and cultural development, always acting in a spirit of solidarity, equity, and respect for every individual. The values that guided Dr. Nzumbu and continue to inspire the association are rooted in the belief that every person, regardless of their socio-economic background, has the right to fulfill their potential and live in dignity.

The mission of Magic Amor ETS is to contribute to the building of a more just and equitable society through educational, sports, health, and sustainable development projects that aim to improve the quality of life for individuals and communities where we operate. In a context marked by social, economic, and cultural inequalities, the association works to promote inclusion and offer equal opportunities to all, without discrimination based on ethnicity, gender, religion, or social status.

Over the years, Magic Amor ETS has developed a network of integrated projects

in key areas such as education, health, sports, gender inequality, and employment, with a particular focus on children, youth, women, and vulnerable individuals. Each intervention is characterized by a participatory approach, aimed at enhancing local resources and fostering community self-reliance, within a sustainable development perspective.

This Code of Ethics represents the set of values and principles that guide the work of Magic Amor ETS. It serves as a reference point for everyone involved with the association in any capacity: collaborators, volunteers, suppliers, and external partners. The Code is not merely a formal tool but a concrete, daily commitment to uphold and promote human rights, transparency, integrity, and fairness in every action and decision.

Specifically, this Code establishes the ethical standards that govern the behavior of all individuals engaged in the association's projects—from relationships with beneficiaries and local communities to interactions with partners, donors, and institutions. Adhering to these standards is essential to safeguard the integrity and reputation of the association, ensuring that all activities are carried out in full respect of human rights, as well as international laws and regulations.

«I founded Magic Amor ETS with the conviction that each of us has a moral duty to contribute to development. In my country, the Democratic Republic of Congo, children were forced to work in the fields of teachers and school administrators, and were beaten if they refused to comply. Something had to be done. Someone had to stand up and defend their dignity.»

Dr Nzumbu lo Ambetima



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OUR PRINCIPLES

Magic Amor ETS, founded with the aim of promoting human, social, and cultural development, is inspired by a set of fundamental principles that guide every action and project undertaken. These principles are rooted in universal values of respect, dignity, and equality, and are reinforced by the main United Nations international treaties protecting the rights of children and women.

The principles that govern the work of Magic Amor ETS are as follows:

Commitment to Human Rights

Magic Amor ETS is committed to respecting and promoting human rights in all its activities. Every individual, regardless of origin, religion, gender, or social status, has the right to a dignified life, to equality, and to respect. The organization acknowledges and draws inspiration from the principles enshrined in the Universal Declaration of Human Rights (1948) of the United Nations, which guarantees fundamental rights such as the right to life, liberty, personal security, and freedom from discrimination or abuse of any kind.

Protection of children and Adolescents

One of the central pillars of Magic Amor ETS's mission is the protection of the rights of children and adolescents, who represent the future of the communities we serve. Every child has the right to grow up in a safe environment, to receive quality education, and to fully develop their potential. Our work is guided by the United Nations Convention on the Rights of the Child (1989), which guarantees children protection from exploitation, abuse, and violence, and affirms their rights to proper care, access to education, and freedom of expression.

Gender Equality and Women's Empowerment

Magic Amor ETS is deeply committed to promoting gender equality and combating all forms of discrimination and violence against women. We recognize the vital role women play in community development and advocate for equal access to resources, education, employment, and political participation. In line with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979), Magic Amor ETS supports initiatives aimed at empowering women, addressing inequalities, and ensuring their active involvement in the development of their communities.

Prevention of Abuse and Exploitation

Magic Amor ETS is dedicated to preventing and addressing all forms of exploitation, abuse, or violence, particularly against the most vulnerable, such as children, women, and minorities. Every activity carried out by the association seeks to create a safe environment where individual rights are protected and upheld. This commitment aligns with the United Nations' Guidelines for the Prevention of Sexual Exploitation and Abuse, and the Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography (2000).

Access to Education and Health as Fundamental Rights

Magic Amor ETS considers education and health to be fundamental rights for every human being. We strive to provide accessible, inclusive, and high-quality educational and healthcare services, in accordance with the principles of the International Covenant on Economic, Social and Cultural Rights (ICESCR, 1966). Each of our projects aims to ensure that children, youth, and women are able to fully thrive, benefiting from adequate education and respectful healthcare that meets their needs and preserves their dignity.

Environmental protection and Sustainable Development

Magic Amor ETS acknowledges the importance of environmental preservation and promotes sustainable development that respects natural resources and the well-being of future generations. Each project implemented by the association takes environmental impact into account and promotes eco-friendly, sustainable practices, in alignment with the United Nations 2030 Agenda for Sustainable Development.

Inclusion and Non-Discrimination

Magic Amor ETS is committed to fostering an inclusive environment where no one is discriminated against on the basis of ethnicity, gender, sexual orientation, religion, disability, or other personal conditions. This principle is rooted in the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD, 1965) and the Convention on the Rights of Persons with Disabilities (CRPD, 2006). The association values diversity and promotes social cohesion as a fundamental tool for community development.

Our principles

Community participation and Empowerment

One of the key principles of Magic Amor ETS is the active involvement of local communities in the design and implementation of projects. The association always operates through a participatory approach, listening to the needs and aspirations of people to build sustainable and shared solutions. In accordance with the United Nations Declaration on the Rights of Indigenous Peoples (2007), Magic Amor ETS seeks to ensure that every community can develop autonomously while preserving its culture and traditions.

Transparency and Accountability

Magic Amor ETS operates with the highest level of transparency and accountability, ensuring that every resource used is properly and traceably managed. The organization is committed to making decision-making processes open and accessible, and to ensuring that outcomes are always monitored and verifiable, in accordance with the standards of international cooperation and development organizations.

Cooperation and Partnerships

Magic Amor ETS recognizes the value of cooperation and partnerships with other organizations, bodies, and institutions at both the local and international levels. Collaborating to share experiences and resources allows us to maximize the impact of our projects, promote community progress, and strengthen global solidarity, as envisioned in the United Nations Sustainable Development Goals (SDGs).

The general principles of Magic Amor ETS are based on a vision of justice, equity, and dignity for all. Through our work, we commit to contributing to the achievement of global objectives related to human rights, sustainability, and equality, drawing inspiration from the highest international ethical standards.

THE VALUES OF OUR ACTIVISTS

The activists of Magic Amor ETS—whether employees, collaborators, or volunteers—are the primary representatives of the organization in the communities where we operate. Their behavior must therefore reflect the highest respect for individuals, local cultures, and the values outlined in this Code of Ethics. Each activist is expected to uphold high ethical standards, both professionally and personally, to ensure that all activities are carried out in a safe, respectful, and inclusive environment.

Respect and protection of vulnerable persons

Magic Amor ETS activists are required to treat all beneficiaries of our projects with dignity and respect, especially vulnerable groups such as children, women, and disadvantaged individuals. Any behavior that could be perceived as abusive, exploitative, or coercive is strictly prohibited. In particular:

- **Prohibition of sexual abuse and inappropriate behavior:** Any act of sexual abuse, harassment, or exploitation is strictly prohibited and considered a serious breach of the Code of Ethics. This includes any behavior that may be perceived as intimidating or inappropriate, even within the local cultural context.
- **Prohibition of economic exploitation:** Activists may not use their position to obtain personal economic or professional benefits from beneficiaries or their families.
- **Protection of minors:** Any physical contact or interaction with minors that may be interpreted as inappropriate is strictly prohibited. Activists must comply with international child protection standards.

Respect for local cultures and customs

Magic Amor ETS operates in diverse and complex cultural environments. Activists are required to show deep respect for the traditions, customs, and beliefs of local communities, always maintaining an open, respectful, and non-judgmental attitude. Any behavior that may be perceived as offensive or disrespectful to the local culture or people must be avoided.

Transparency and accountability in actions

Activists must ensure that every intervention is carried out transparently, properly documented, and responsibly. Under no circumstances may they use the organization's resources or assets for personal purposes, nor abuse their position to gain private advantages. Every decision must be made in the interest of the beneficiaries and the project.

Use of respectful language and behaviour

Activists are expected to use language that respects the dignity and integrity of each person, avoiding offensive or discriminatory expressions. They must also maintain professional behavior at all times, ensuring relationships are based on trust, mutual respect, and collaboration.

Obligation to Report Misconduct

All activists are required to report any inappropriate behavior, abuse, or breach of this Code of Ethics that they witness or become aware of. Reports may be made anonymously and without fear of retaliation, in accordance with the internal procedures established by the organization.

Sanctions

Magic Amor ETS operates a zero-tolerance policy toward abusive or violent behavior. Any violation of this Code of Ethics by activists will be treated with the utmost seriousness and may lead to the following disciplinary actions, depending on the severity of the offense:

- Verbal or written warning: In cases of minor misconduct, a formal warning will be issued, potentially followed by a monitoring period.
- Temporary suspension: In cases of more serious misconduct—such as breaches of beneficiary dignity or behavior that endangers others—the activist may be temporarily suspended pending further investigation.
- Expulsion from the organization: In cases involving physical, psychological, sexual, or economic abuse of beneficiaries, or serious violations of the Code of Ethics, the activist will be immediately expelled from the organization and reported to the competent authorities as appropriate.

- Reporting to authorities: In cases of legal violations, such as sexual abuse or economic exploitation, Magic Amor ETS will report the offender to local and international authorities and fully cooperate with judicial proceedings.

All activists are strictly required to adhere to these principles while working in the field. Magic Amor ETS is committed to ensuring that all communities it serves are treated with the utmost respect and that every intervention is conducted professionally and ethically.

BEHAVIOR OF OUR SUPPLIES AND EXTERNAL PARTNERS

Magic Amor ETS collaborates with suppliers and external partners to implement its projects and achieve its objectives. It is essential that every external party involved in our activities adheres to the principles and values expressed in this Code of Ethics by demonstrating behavior that reflects transparency, integrity, and respect for individuals and local communities.

Respect for human dignity and human rights

Suppliers and external partners must commit to respecting and protecting the dignity, fundamental rights, and well-being of all individuals involved in activities related to Magic Amor ETS. The following will not be tolerated:

- **Abuse or exploitation:** All forms of labor, economic, or social exploitation are strictly prohibited, as are any forms of abuse, harassment, or discrimination against workers, beneficiaries, or other persons involved in the association's activities.
- **Safe and decent working conditions:** Suppliers are required to ensure that all undertaken activities are carried out in a safe environment that complies with international labor standards, with a strict prohibition on child labor or any practice that may endanger workers' health and safety.

Transparency and commercial fairness

Suppliers and external collaborators must maintain maximum transparency in their dealings with Magic Amor ETS. This includes:

- **Accurate and truthful reporting:** All commercial documents, contracts, invoices, and communications must be accurate and truthful. Falsification of documents or misleading communication constitutes a serious violation of the Code of Ethics.
- **Fairness in contracts and business relations:** Contracts must be clear, fair, and compliant with current regulations. Unfair, deceptive, or fraudulent practices intended to obtain financial or contractual advantages will not be tolerated.

Respect for the environnement

Magic Amor ETS promotes environmental respect and sustainability in its operations. Suppliers and external partners are also expected to:

- **Adopt sustainable practices:** Minimize the environmental impact of their activities by limiting the use of natural resources, responsibly managing waste, and promoting the use of sustainable technologies and practices.
- **Comply with environmental regulations:** Adhere to all local and international environmental protection laws and regulations.

Integrity and conflict of ineterest

Suppliers and external partners must behave with integrity and honesty, avoiding any situation that could create conflicts of interest with Magic Amor ETS. In particular:

- **Prohibition of corruption and favoritism:** Offering or requesting favors, bribes, gifts, or other forms of personal advantage to influence business or administrative decisions is strictly forbidden. Any act of corruption will be considered a serious offense.
- **Disclosure of potential conflicts:** Any potential conflict of interest must be immediately reported to Magic Amor ETS to be managed transparently and fairly.

Confidentiality and data protection

Suppliers and external partners are required to respect the confidentiality of sensitive or confidential information they may access while performing activities for Magic Amor ETS. This includes:

- **Information protection:** Do not disclose or misuse data, financial information, project details, or personal information related to the association or its project beneficiaries.
- **Compliance with privacy regulations:** All information must be handled in accordance with national and international regulations on personal data protection.

Sanctions

Any violation of this Code of Ethics by suppliers or external partners will be treated as a serious matter and may result in proportionate sanctions based on the severity of the offense. Sanctions include:

- **Formal reprimand:** In the case of minor violations, the supplier or contractor will receive an official reprimand and must immediately correct the inappropriate behavior or practices.
- **Contract suspension:** For more serious violations, such as unfair business practices, non-compliance with working conditions, or lack of financial transparency, Magic Amor ETS may suspend the existing contract until the issue is resolved or required standards are met.
- **Contract termination:** If violations are systematic or particularly serious—such as cases of corruption, exploitation, or abuse—Magic Amor ETS will immediately terminate the contract and may report the matter to the appropriate authorities.
- **Exclusion from future collaboration:** Suppliers and external collaborators who repeatedly or seriously violate the Code of Ethics may be permanently barred from future cooperation with Magic Amor ETS.
- **Legal action:** In the case of legal violations—such as fraud, corruption, or failure to comply with labor or environmental regulations—Magic Amor ETS reserves the right to take legal action to protect the association and its beneficiaries.

Magic Amor ETS expects its suppliers and external partners to share and uphold our values by operating with integrity, transparency, and responsibility. Collaboration with the association must positively contribute to the achievement of social and humanitarian goals, ensuring respect for the rights of individuals and local communities.

COMMITMENTS OF PARTNER ASSOCIATIONS MANAGING OUR MULTIPURPOSE CENTERS

Partner associations managing the Magic Amor ETS multipurpose centers must adhere to strict ethical and operational standards that ensure transparency, integrity, and accountability. This collaboration requires the utmost respect for the association's principles, as any violation could compromise the well-being of the beneficiaries and the reputation of Magic Amor.

Preserving the image of Magic Amor

Partner associations are expected to maintain conduct that does not damage the image of Magic Amor. They must operate professionally, in alignment with the association's values and standards, and ensure that the multipurpose centers remain safe and respectful environments for all beneficiaries.

Donation reporting and food inventory management

Partner associations must report without delay any cash or in-kind donations received from other organizations. This level of transparency is essential to prevent duplication or mismanagement of resources. Timely communication allows for the proper allocation of funds and supplies within the multipurpose center.

Additionally, an updated inventory of the food available at each center must be submitted weekly. This monitoring ensures that food resources allocated for orphans or other beneficiaries are used appropriately and effectively. The partner association is responsible for maintaining accurate food stock records at all times.

Monthly reporting of equipment and financial records

Another obligation is the monthly reporting of equipment and items provided by Magic Amor. This control helps prevent misuse or abuse of the association's assets, ensuring proper care and responsible use.

All financial information must be detailed and accurate. Each month, the partner association must justify all expenditures made on behalf of Magic Amor, including salaries and food expenses. Any falsification or negligence in financial documentation is considered a serious breach.

Abuse and unlawful acts

Any form of abuse—physical or psychological—toward beneficiaries is strictly prohibited. Any report of abuse will be taken very seriously, and if confirmed, immediate sanctions will be enforced.

Magic Amor ETS disclaims all responsibility for illegal acts committed within any of our local facilities. The partner association assumes full legal liability before local and international courts for any unlawful actions and may be reported to the appropriate legal authorities and judicial institutions.

Sanctions

In the event of violations of the above rules, Magic Amor ETS reserves the right to impose the following sanctions:

- Temporary suspension of monthly fund disbursements.
 - Reduction in the amounts allocated to ordinary expenses.
 - Claims for unjustified expenses or falsified invoices.
 - Suspension or revocation of the management of the multipurpose center.
 - Suspension of approval for extraordinary expense requests.
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- Sanctions will be applied based on the severity of the violations committed and are intended to ensure the proper operation of the multipurpose centers and the protection of all beneficiaries.



DECLARATION OF COMMITMENT

I, the undersigned....., acting in the capacity of :

- ☐ Member of the Association
- ☐ Activist of the Association
- ☐ Volunteer or Support worker for the Association
- ☐ Representative or Member of a Partner Association
- ☐ Representative or Member of an Association Managing our Multi-purpose Centers
- ☐ External Supplier or Collaborator

* Please check the box that corresponds to your status

Name of the entity represented : (please specify the name of the entity you represent)

By signing this declaration, i hereby solemnly affirm and , where applicable, commit the entity i represent to :

- Strictly comply with the ethical code that governs the MAGIC AMOR ETS Association.
- Act with honesty and transparency in all actions, communications, and decisions, ensuring clear accountability for our activities and financial management.
- Promote a respectful and inclusive environment for all members, regardless of origin, beliefs, gender, or sexual orientation, while valuing diversity.
- Take full responsibility for my actions and their consequences, striving to correct mistakes and to improve continuously.
- Work closely with our community to identify its needs and act in ways that maximize our positive impact.
- Respect the confidentiality of sensitive and personal information gathered during our activities and ensure its protection.

By signing this declaration, I demonstrate my integrity and commitment to fostering a climate of trust, ethics, and respect toward the Magic Amor ETS Association.

City of , on / /

Signature of the individual or legal
Representative

Signature of the secretary General of
MAR ETS

Entity's official stamp

Entity's official stamp

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