

## IMPACT COMMUNITY - CODE OF CONDUCT

Valley of Growth is a multi-sectoral initiative that aims to enhance the development of the financial market for social enterprises in Bulgaria. A key part of it is the Impact community, which is cultivating and growing the ecosystem for social entrepreneurship in the country. It brings together stakeholders from different fields - social entrepreneurs, investors, public organizations, intermediary organizations, independent experts and mentors to develop knowledge in the field of social impact and social finance as well as to facilitate contacts and exchange of knowledge and experience.

This document contains the basic principles that all members of the Impact Community consider to be fundamental to the community, its functions, the culture of communication and the exchange of knowledge and experience, both offline and online.

The principles contribute to the development of the community and the successful cooperation between its members.

The document can be updated when needed.

### ***Fundamental principles:***

- **Professional conduct and non-discrimination** - Maintain good manners and respect community members regardless of their gender, race, nationality, ethnicity, origin, religion or belief, education, political affiliation, personal or social status, disability, age, sexual orientation, marital status, property status or other characteristics that may lead to discrimination.
- **Partnership and openness to sharing information, opportunities and good practices** - Partnership is a leading tool that helps improve the ecosystem of social entrepreneurs in Bulgaria and work together to achieve sustainable social entrepreneurship in the country. We encourage the sharing of experience and knowledge between organizations for greater effectiveness.
- **Transparency** in the decision-making process and in all actions we take within the community. After each discussion, community members will be informed of the final decisions made and conclusions drawn.
- **Preserving the good name of the community and confidentiality** - It is not acceptable to harm community members or to spread rumors / unconfirmed allegations. We maintain confidentiality and do not disseminate information to other members.

***Working principles:***

1. Take active part in the activities of the Community (in accordance with personal plans and other professional responsibilities) in order for it to be successful and useful for all members.
2. Ensure that the mission, goals and programs are promoted so that they are be available to anyone who would benefit from them in the community.
3. Be open to joint work and cooperation, as well as to share experience, knowledge, resources, contacts, etc. with community members for their positive development.
4. Ensure maximum transparency of actions and decisions within the community and activities related to it.
5. Adhere to tolerance and non-discrimination towards all members of the community.
6. Use of friendly and inclusive language.
7. Respect different viewpoints and the work of other members.
8. Accept in a constructive way possible criticisms during discussions.

All members of the Impact Community are distancing from:

1. Offensive / humiliating comments and personal or political attacks
2. Public or private harassment
3. Publication of personal information of others without permission
4. Other behavior that may be considered inappropriate