



### Declaration of Commitment

Caritas Germany collaborates with a multitude of partner organizations worldwide in order to support people in need and to improve their prospects. In the course of these efforts situations may arise in which involved persons might misuse their position for their own advantage or misconduct one way or another. Especially cases of corruption or sexual abuse are not tolerated by Caritas Germany and will lead to appropriate consequences.

Caritas Germany has stipulated in the Code of Conduct, the Whistle-Blowing-Guidelines and the Rules for the Ombudsperson what it expects of its staff in terms of behavior and how the staff should proceed in the case of misbehavior of third parties.

The member of Caritas Germany's staff confirms with his/ her signature of this declaration of commitment that he/ she has taken note of the documents handed over and commits himself / herself to abide by the rules contained.

This declaration of commitment will be included to the personal file; a copy will be handed over to the respective member of the staff.

#### Documents:

- Code of Conduct (DCVFR #753397)
- Whistleblowing –Guideline (DCVFR #753400)
- Rules for the Ombudsperson (DCVFR #753399)

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Name of staff member

date & place

signature