



## Accountability

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### Good governance

The board makes policy for Shirati Foundation based on the interests of the foundation, both in the short and long term, following the goals and ambitions as formulated in statutes in the policy plan.

The board shall ensure that the foundation's policy plan is publicly available.

Formal annual reports and policies are made public through appropriate channels.

All board members are subject to screening by means of a 'Certificate of Good Conduct' (VOG). This is also the rule in the case of new board members.

## Accountability

Board members of Shirati Foundation have no (partial) interests outside the primary goals of Shirati Foundation.

Board members have no activities outside Shirati Foundation that (may) conflict with the interests of Shirati Foundation.

Shirati Foundation funds used by board members for direct Shirati Foundation activities are accounted for annually in the annual report, including a justification.

## Dialogue and Reflection

We address each other on all topics of interest, whether substantive, procedural or relational; questioning each other critically is a value that enhances transparency and honesty within the board. We regularly reflect on what we do, why we do it and how we do it.

## Attitude towards sexual abuse and discrimination

Shirati Foundation subscribes to the basic principle of equal treatment. Not only of those connected to Shirati Foundation, but also of the people for whom Shirati Foundation works. Any suspicion of abuse, however slight, is taken seriously and will be discussed through a designated board meeting. Punishments may extend to absence of the board member, or dissolution of the contract with the employee.

## Attitude towards fraud and corruption

A core principle of Shirati Foundation is that small amounts of money can have a big impact on the individual patient. Embezzlement, fraud and corruption all reduce the functioning of the Foundation, and thus indirectly cause (ongoing) health damage to the Foundation's target group. Persons connected to Shirati Foundation are therefore strictly forbidden to be engaged in these activities in any form whatsoever. In case of suspicion, the entire board should be informed. The board will meet specially for this purpose and, if justified, appropriate punishment will be instituted.

## Reporting procedure

In case of a complaint, allegation or report of discrimination, sexual abuse, fraud, corruption or other such misconduct, the board can be notified (anonymously), either by e-mailing [info@stichtingshirati.nl](mailto:info@stichtingshirati.nl), or by letter to the postal address of the Shirati Foundation, which is available on the website. The board will then convene to handle the complaint/report and, if desired, provide feedback. The handling of the complaint will be documented and stored in the digital archive of the Shirati Foundation.

## Financial disclosure

Board members receive no remuneration for their work. Only expenses directly related to projects may be claimed. Exceptions can only be made when the board has unanimously decided to do so, and the expenses directly benefit the Shirati Foundation.