



NordBridge America

Ethics Policy

Integrity in Every Action. Excellence in Every Decision.

Purpose

NordBridge America is committed to conducting all activities with honesty, integrity, accountability, and respect. This Ethics Policy establishes the standards of professional conduct expected of every board member, employee, volunteer, contractor, and representative of the organization.

Core Ethical Principles

Integrity, Respect, Accountability, Transparency, Fairness, Professionalism, Stewardship, Confidentiality, Compliance, and Service Excellence guide every decision and action.

Standards of Conduct

Act honestly, avoid conflicts of interest, protect confidential information, comply with laws and policies, treat everyone with dignity and respect, avoid discrimination or harassment, and use organizational resources responsibly.

Conflicts of Interest

Individuals must disclose any actual or potential conflict of interest and refrain from participating in related decisions unless authorized under organizational policy.

Gifts and Favors

Employees and volunteers shall not accept gifts or benefits that could improperly influence decisions or create the appearance of favoritism.

Reporting Concerns

Ethical concerns should be reported promptly to executive leadership or the Board of Directors without fear of retaliation.

Enforcement

Violations may result in corrective action, removal from volunteer service, termination of employment, board action, or referral to legal authorities when appropriate.

Annual Review

This policy will be reviewed annually and updated to reflect applicable laws and nonprofit best practices.

Employee / Volunteer Ethics Acknowledgement

I acknowledge that I have received, read, and understand the NordBridge America Ethics Policy. I agree to uphold these ethical standards in all activities conducted on behalf of the organization.

Printed Name: _____

Signature: _____

Position / Role: _____

Department: _____

Date: _____