

The Jewish Agency For Israel Board of Governors ("BOG") Code of Ethics

1. Purpose

The fundamental relationship between a BOG Member and the BOG should be one of trust; essential to trust is a commitment to honesty and integrity. Ethical conduct within this relationship imposes certain obligations. The purpose of this Code of Ethics is to set out standards of ethical conduct expected of all members of the BOG of The Jewish Agency and participants in Jewish Agency BOG meetings.

The provisions of this Code of Ethics apply to all: (i) members of the Executive (ii) members of the BOG; (iii) honorary members; (iv) associate members of the Executive; (v) associate members of the BOG; (vi) committee members; (vii) observers and invitees to the Executive and BOG meetings and (viii) professional staff who participate in Executive and BOG meetings. Throughout the code, the term "Member" will refer to any of the above.

2. Core Principles

Throughout this Code of Ethics, the BOG promotes these core principles:

Honest and Ethical Conduct
Integrity
Open Communication
Courtesy, respect and dignity

3. Civil Discourse

It is expected that members will engage in respectful dialogue and discussion. While we value robust and vigorous debate about pressing issues, when differences spiral down into uncivil acrimony, individuals may be hurt in the process.

4. Committee of Ethics

A Committee of Ethics shall be constituted as a Committee of the BOG, and its role will be to handle inquiries and complaints relating to this Code of Ethics.

The committee will be appointed by the Chair of the BOG in consultation with the Chair of the Executive, with 50% members from the WZO, 30% members from UIA/JFNA and 20% members from KH. There will be a Chair and a Deputy Chair.

The Ethics Committee may receive complaints directly or via the Secretary General or via the Professional Commissioner on Sexual Harassment (where applicable). The Comptroller will examine complaints about lay people and the Deputy Director



General for HR and or the Commissioner on Sexual Harassment (where applicable) will examine complaints about professional staff. The Comptroller and the Deputy Director General for Human Resources will consult with the Legal Advisor during the examination of complaints.

Following the receipt of complaints and their examination by the Comptroller, the Deputy Director General for HR or the Commissioner on Sexual Harassment (where applicable), the committee will review the findings and decide upon appropriate action and discipline as needed.

An examination of a complaint in this Code of Ethics shall include, but not be limited to conducting interviews with the complainant, the alleged offender who is accused of misconduct and other persons, as well as scrutinizing readily available relevant circumstantial evidence such as email and phone text messages, and audio and video recordings.

5. Confidentiality and Internal Information

Members are expected to respect the confidentiality of materials provided on a confidential basis as part of their duties as members. No member shall knowingly divulge any such information to any person other than another member unless the member is legally required to do so.

Members shall not use information obtained as a result of their involvement on the BOG for their personal benefit. Members shall avoid activities which are likely to create the impression that they have personally benefitted from confidential information received during the course of their duties as members.

6. Gifts

A Member shall not directly or indirectly offer or accept payments, gifts, gratuities, privileges or other personal rewards which could be construed as interfering with the activities or affairs of the Jewish Agency.

7. Harassment

The code prohibits any form of harassment, and in particular sexual harassment. Sexual harassment may include applying any force of a sexual nature, unwelcome sexual advances, requests for sexual favors, inappropriate promise of rewards in exchange for sexual favors, and other verbal or physical harassment of sexual nature including pictures as well as texting and other verbal, visual and technological harassment of a sexual nature. Allegations of harassment will be taken seriously and severe actions against a Member harassing another will be taken. Any Member found to have acted in violation of this policy will be subject to



appropriate disciplinary action, which may include a request to immediately resign from the BOG.

The Jewish Agency professional Commissioner on Sexual Harassment Complaints (Adv. Ayelet Noy Reinhorn, Tel: 02-6202106; email: AyeletN@jafi.org) who is assigned and trained under Israeli law to receive complaints on sexual harassment in the organization, will be the contact person to receive complaints in this context. Following the receipt of a complaint from a lay person, she will contact the Comptroller who will examine the complaint. In a case of a complaint regarding employees, she will treat the case according to Israeli law and Jewish Agency regulations. Following their examination, the Comptroller and the Commissioner for Sexual Harassment will report to the Ethics Committee. The Comptroller will consult with the Legal Advisor during the examination of complaints.

8. No Retaliation

If a Member becomes aware of any illegal or unethical conduct, or possible violation of this Code, he/she should report the information to the Committee of Ethics.

This Code of Ethics prohibits any and all forms of retaliation against any Member who: (a) in good faith provides any information or reports any corrupt conduct and/or activity; or (b) makes a good faith and appropriate complaint regarding violation of this Code; (c) assists in any investigation or the examination of an alleged violation of this code.

9. Conflicts of Interest

A Member is required to disclose the nature and extent of situations of conflict of interest. Such disclosure shall be made according to the provisions of Chapter X of the Jewish Agency By-Laws.*

10. Professional Staff

The handling of a complaint regarding professional staff and employees will be done according to Israeli law and Jewish Agency procedures which, where applicable, will prevail.

11. General

For proper disclosure, reporting and consulting on any questions regarding the Code of Ethics, (except for matters related to sexual harassment, which have a different reporting procedure), please contact the Committee through the Secretary-General.



הסוכנות היהודית
JEWISH AGENCY
לארץ ישראל
FOR ISRAEL

This Code of Ethics may be amended at any time and from time to time by the BOG after appropriate consultation.

* Regarding Conflict of Interest, those who are required to declare are defined in Chapter X of the By-Laws and not in this code.

I hereby undertake to accept and abide by this Code of Ethics:

Date _____ Name _____ Signature _____

Approved
Board of Governors Plenary
February 25, 2018