

Code of Conduct

Approved by the Board of EinDollarBrille e.V. on January 26, 2026, and applicable to all entities within the GoodVision International Network as from this date.

Introduction

Purpose and scope

This Code of Conduct reflects our shared, voluntary commitment to act with integrity, respect, and responsibility in everything we do. It is designed to inspire and guide managers, employees, members, volunteers and GoodVision partners as we work together toward a common vision.

Living up to the trust our donors place in us is a matter of great importance to us.

By embracing these principles, each of us helps to build trust, strengthen collaboration, and ensure that our mission achieves its goals.

Our Vision

We believe that everyone, everywhere, should have permanent access to affordable and high-quality primary eye care, with a particular focus on the provision of glasses. This vision drives all our actions and serves as the foundation for our shared commitment.

Our Mission

Our mission is to make primary eye care a global reality and to address the world's largest unmet disability: preventable vision loss.

We pursue this mission by:

- Raising awareness of the importance of eye health through community education
- Empowering and training locals in eye health
- Establishing sustainable organizational structures in the world's poorest communities
- Providing high-quality eyeglasses and primary eye care that are within reach and affordable to all
- Developing collaboration with the local health system and a referral system that gives our patients access to further treatments or surgery

Through these efforts, we aim to ensure that people receive the eye care services they need, thereby delivering a strong, positive and long-lasting impact on both individuals and society as a whole. At the heart of our mission lies a simple truth: quality vision care is a fundamental human right.

GoodVision Values

Our actions are guided by the following values, which shape our daily decisions and define how we serve communities worldwide:

- **Integrity and Compliance** – We act honestly, transparently, and in full adherence to laws and regulations.
- **Neutrality** – We remain impartial on political, religious, and cultural issues, focusing solely on our mission and do not act as instruments of foreign policy for donor governments.
- **Quality** – We uphold high standards in our work and in the production of GoodVision eyeglasses.
- **Trusted Partnerships** – We collaborate only with local partners who meet our standards of reputability and quality.
- **Respect**– We value patients, employees, volunteers, communities, partners, and suppliers, treating everyone with dignity.
- **Equal treatment** - We are committed to treating everyone equally regardless of ethnicity, nationality, political affiliation, religion or belief, disability, age, gender, gender identity or sexual orientation.
- **Efficiency** – We use resources responsibly, economically, and with care.
- **Responsibility & Accountability** – We take ownership of our actions and their outcomes.
- **Humanity & Cultural Sensitivity** – We act with compassion and awareness, respecting the diversity of the people we serve.
- **Volunteering** - We value and promote voluntary contributions in the form of active cooperation by committed individuals.

Our principles in action

The following guidelines bring our values and mission to life. They set clear expectations for how managers, employees, volunteers and GoodVision partners act with integrity, respect, and responsibility in their daily work. Each statement is designed to guide decisions, prevent misconduct, and safeguard the trust placed in GoodVision.

By following these guidelines, we ensure that our work remains transparent, accountable, and impactful.

1. Collaboration between GoodVision entities

- a. Our GoodVision International network consists of a growing number of organizations, referred to as “GoodVision Partners” or “GoodVision entities”. Some of us are involved in fundraising, others in project implementation, and still others in both areas. However, we all share the same vision and work tirelessly together to help underserved communities get access to primary eyecare.

- b. The collaboration between the GoodVision entities, formalized through a Cooperation Agreement and a commitment to this Code of Conduct, reflects this shared endeavor, with all entities being treated equally.
- c. Setting strategy and making decisions involves all GoodVision entities. We welcome every opinion and contribution, regardless of size, seniority, or any other distinction within the organization.

2. Integrity in our operations

- a. In our global operations, we always comply with the applicable laws and regulations, and we pay taxes when our non-profit, charitable status does not qualify for tax exemption.
- b. We reject any form of corruption and do not offer any payment, gift or any other benefit, either directly or through a third-party, to any person in order to obtain an undue advantage.
- c. We have established rules on the acceptance of gifts and hospitality to ensure that such practices do not compromise the independence of judgement of GoodVision's representatives or decision-makers.
- d. We expect all employees, and especially our managers, to consistently make decisions in the best interests of GoodVision, our projects, and the people we are committed to supporting. Therefore, any conflict of interest arising from personal relationships, external employment, or financial interests must be disclosed by any manager or employee who has influence over spending- or recruitment decisions.
- e. In our fundraising activities, we accept funding and other contributions responsibly, ensuring that such support never compromises our principles or independence.
- f. Performance-based remuneration for fundraising activities shall generally not be offered or paid. If applied, it must be reasonably justified, transparently approved, and fully disclosed.
- g. GoodVision remunerates its Directors and Managers in line with recognized non-profit standards: All compensation must be moderate, transparent, and justified by the scope of duties.

3. Transparency & Accountability of our operations:

- a. We only finance and manage projects that contribute to our statutory objectives.
- b. Decisions to support projects always prioritize impact criteria while considering costs and risks.
- c. The projects to be financed are described in detail in writing, and their expected impact and costs are assessed realistically.
- d. Progress in project implementation, as well as any difficulties, delays or hindrances, is reported honestly in a timely manner, and all entities involved cooperate to take appropriate corrective action.
- e. We measure the impact of our projects on the disadvantaged local population in a data-driven way, without exaggeration.

- f. We transparently report on the use of funds for projects and take all necessary organizational measures to facilitate this.
- g. Our Finance Department prepares accurate financial reports and makes them available to the management, supervisory bodies and stakeholders.
- h. Internal or external financial auditing is mandated where deemed necessary or required by law.
- i. Our communications with our donors or the general public are truthful, factual, and do not contain misleading information.
- j. We closely monitor the Program-to-Fundraising Expense Ratio to ensure that the vast majority of our resources benefit the projects.
- k. Funds raised for a specific cause are used solely for that purpose. Should it become impossible to do so for legitimate and transparent reasons, we will determine an appropriate alternative use and communicate this openly to the public.

4. Delivering Vision & Care responsibly to our patients

- a. We align our program with the Ministry of Health and other government bodies at all relevant levels in each country in which we operate.
- b. We uphold high quality and hygiene standards in our operations.
- c. When we collaborate with health institutions for eye treatments or operations, we only select reputable and renowned partners and accompany the patients until they have recovered or received their treatment.
- d. Patient safety and harm prevention are our highest priorities. To support this, we use quality-assurance tools such as reporting requirements and experience-feedback systems.
- e. We are committed to safeguarding and protecting vulnerable patients from any form of abuse or exploitation within the medical context.
- f. We ensure that all medical and technical staff are properly trained, certified, and regularly updated in their professional practice. We fully respect patient privacy and ensure that informed consent is obtained in a language and format that patients clearly understand.

5. Workplace Conduct

- a. We treat all patients, colleagues, employees, volunteers, contractors and suppliers with respect and dignity.
- b. We will not permit supervisors, managers, or other employees or agents of the Company to discriminate in hiring, terminating, promoting, disciplinary action, compensation, or any other conditions or decisions of employment, based on ethnicity, national origin, political affiliation, religion or belief, disability, age, gender, gender identity or sexual orientation.
- c. Equal opportunities are provided for all genders, people with disabilities, and marginalized groups to participate in leadership and operations. We strive to provide

different resources or support to overcome structural disadvantages, ensuring fair outcomes.

- d. We aim to provide reasonable accommodation to support employees with disabilities or those in special life situations in meeting their job requirements.
- e. We are committed to transparent and impartial recruitment, remuneration, promotions and rewards, all of which are based on merit and achievements.
- f. We provide a harassment-free workplace, do not tolerate bullying, and place great value on well-being and preventing distress. Any act that belittles or demeans an individual will be properly addressed and sanctioned accordingly.
- g. We don't allow any offensive or unwelcome conduct that creates an environment that is intimidating, hostile or threatening.
- h. We reject any form of sexual exploitation or abuse. We define this as situations in which a person is asked, or is implied, to engage in sexual activity in exchange for employment, promotion, or other benefits. Unwelcome physical contact or sexually charged behavior is considered a form of sexual abuse or harassment and will be sanctioned accordingly.
- i. We provide a safe working environment in which dangerous situations and behavior are not ignored but addressed and corrected immediately.
- j. Our management always acts professionally and respectfully regardless of the situation.
- k. We believe that employee satisfaction and overall performance depend on clear communication of objectives and achievements at personal and group levels, respectively. We encourage employee involvement in defining objectives and are committed to providing feedback on their contributions and results.
- l. We pay fair wages that ensure our staff can live decently and support their families, always respecting or surpassing both minimum and living wage standards in their respective country.
- m. We are committed to personal development and support access to vocational training whenever available.

6. Governance and Effectiveness

- a. Our active and independent Board approves annual budgets and provides effective oversight of operations.
- b. The supervisory role is exercised by GoodVision's general meeting or Board of Trustees, which meets regularly and is informed comprehensively and transparently by GoodVision's management.
- c. The organization's vision, strategy and objectives are outlined and communicated transparently. We celebrate successes and deal openly with failures or missed targets.
- d. Clear management structures are defined and updated as necessary.
- e. Our managers are empowered through the written delegation of authority and the explicit definition of their responsibilities.

- f. Each project financed by GoodVision is carefully planned and assessed by the organizational decision-making body before any funds are committed.
- g. Strict project control ensures that projects financed by GoodVision are managed successfully within established financial frameworks.
- h. We commit to new projects only once financing is secured, either when the necessary funds are already available or when their future provision can be planned with a high degree of certainty.
- i. We act with strong cost awareness and consistently seek the most cost-effective solutions without compromising quality.

7. Protection of Funds, Assets and Property

- a. Our staff and GoodVision partners are committed to taking great care of all assets, including stored materials and glasses, as well as the premises where they work and welcome patients.
- b. Handling of cash is strictly regulated throughout the organization and access to bank accounts is restricted by strong authorization rules.
- c. Cash holdings and bank balances are reconciled regularly.
- d. The authorization workflow for committing expenses is based on separate decision-making roles (segregation of duties).
- e. Fixed assets and stocks are regularly and efficiently controlled.
- f. The disposal of assets is submitted to a formalized authorization process.
- g. In line with our written procurement process, all purchases of goods and services follow clear rules that protect our organization from corruption and conflicts of interest while ensuring we obtain the best quality at a cost-effective price.
- h. We have a documented approach to risk management and an established mechanism for managing risks and learning from experience. Insurance of assets and liability risks is applied as a means of risk management wherever suitable.

8. Data Protection & Intellectual Property Rights

- a. We are dedicated to the protection of sensitive data and the privacy of donors, employees, and patients and use data only for legitimate purposes.
- b. Technical or organizational measures are in place that help safeguard data against unauthorized access, loss, and other breaches, ensuring compliance to regulations and protecting individual privacy.
- c. Use of company resources (IT systems, emails, social media) is submitted to strict rules to avoid viruses, data leaks or cyber-attacks.
- d. We respect the intellectual property rights of others and are determined to defend our own, including the GoodVision or OneDollarGlasses brand, the design of GoodVision glasses, the bending machine and the GoodVision methodology.

9. Responsibility towards society and the environment

- a. In everything we do, we strive to act responsibly towards the environment. Conflicting objectives in relation to pursuing our primary mission are discussed and explicitly weighed.
- b. We are committed to creating a positive, lasting impact on communities and to upholding high standards of conduct for all our employees.
- c. We are committed to empowering local communities by creating employment opportunities, including for people who face barriers to the job market due to disability or discrimination.
- d. We are firmly committed to upholding human rights and protecting all individuals, especially children, from exploitation, abuse, forced labor, or mistreatment. Our teams are expected to act immediately and responsibly if such practices are observed, including reporting incidents to the appropriate authorities. We will not partner with or purchase from any organization involved in such behavior.

Implementation

Endorsement

This Code of Conduct has been formally endorsed by GoodVision International, including all GoodVision partner organization leaders. It has been communicated to all employees, stakeholders, local partners, key suppliers and contractors. Everyone involved has been made aware of GoodVision's commitment to upholding these principles and adhering to the standards outlined herein.

Publication

This Code of Conduct is published on all GoodVision websites throughout the global GoodVision Network. By doing so, GoodVision reaffirms its commitment to transparency and accountability, ensuring that public officials, stakeholders, and current or prospective donors, supporters, and partners clearly understand the values and ethical principles that guide our work.

Information and training

Each Head of a GoodVision partner organization is responsible for ensuring that all staff are properly informed of, and trained in, the content and expectations of this Code of Conduct. They must actively promote the Code of Conduct and refer to it as part of regular organizational practice. This ensures that its ethical principles, rules and commitments are fully understood and upheld in the day-to-day operations of their respective organizations.

Implementation through policies and procedures

Certain principles and guidelines contained in this Code of Conduct require the development of detailed written policies to ensure their consistent and practical application in daily operations. While GoodVision recognizes the diversity of its entities and does not mandate identical policies across the network, every GoodVision organization is obliged to establish, implement, and enforce policies and procedures that effectively fulfill the objectives and standards defined in this Code of Conduct. Compliance with these requirements is mandatory and subject to oversight within the GoodVision governance framework.

Review

This Code of Conduct will be reviewed regularly and updated as needed. Employees may submit suggestions for adjustments to a designated contact point, where they will be evaluated and considered for future revisions.

Compliance

Speaking Up and Taking Action

Every manager and employee within the global GoodVision organization is expected to speak up immediately upon observing or becoming aware of any actual or planned infringement of this Code of Conduct. Each individual must take all reasonable and appropriate measures within their scope of responsibility to prevent, stop, or rectify such violations.

Reporting Violations or Concerns - Whistleblowing

If an employee or manager becomes aware of actual or suspected behavior that violates this Code of Conduct but lacks the authority or capacity to prevent, stop, or correct it — whether because it falls outside their area of responsibility or involves their line manager — they must report the concern promptly through the channels set out in GoodVision's Whistleblowing Policy.

Confidentiality and Non-Retaliation

Reports may be made confidentially, and, where permitted by law, anonymously. GoodVision strictly prohibits retaliation against anyone who, in good faith, raises concern or participates in an investigation. All reports will be assessed and, where appropriate, investigated promptly, impartially, and with due regard for privacy and applicable data-protection laws.

Consequences of Violations

Decisions concerning follow-up actions, corrective measures, or disciplinary sanctions shall rest with the management of the GoodVision entity in which the incident or violation of the Code of Conduct has occurred, in accordance with the applicable internal procedures and legal

framework. Depending on the provisions of the Whistleblowing Policy, cases may also be referred to the Code of Conduct Oversight body for advice or final decision.

The Code of Conduct Oversight Body

The Code of Conduct Oversight Body serves as the highest authority within the GoodVision Global Network for matters related to the interpretation, enforcement, and application of this Code of Conduct.

The Code of Conduct Oversight Body shall review all referred cases impartially, based on documented evidence and applicable internal procedures. Its conclusions are binding on all GoodVision entities unless otherwise determined.

Until its formal establishment, the tasks of the Code of Conduct Oversight Body will be assumed by the board of EinDollarBrille e.V.

Audits and Self-Assessments

The Code of Conduct Oversight Body is empowered to commission targeted internal or external audits on any GoodVision entity or operational area to verify compliance with this Code. It may also require entities to conduct periodic self-audits using standardized reporting templates or forms provided for that purpose.

Findings and recommendations from such audits shall be documented and followed up with corrective action plans within an agreed timeframe.

Local Legal References

In the event of any conflict between this Code of Conduct and applicable local law, the stricter or higher standard of integrity shall prevail.