



Integrity Policy

Based on the Metamorphosis Code of Conduct, the Managing Board of the Foundation has adopted this integrity policy founded on the following principles:

INTEGRITY

1. Nonprofit

a. NOT-FOR-PROFIT

Metamorphosis Foundation is organized and operates as a not-for-profit organization. Any surplus that is generated through its operations is to be utilized solely to help the Foundation fulfill its mission and objectives. No part of the net earnings of the Foundation may serve for the benefit of the managing board members, directors, members or employees of the Foundation, or to any other private persons. However, these earnings may be used for reasonable compensation for services provided to the Foundation.

b. TRADE OR BUSINESS

Metamorphosis Foundation is not to be operated for the primary purpose of carrying on a trade or business, unrelated to its mission and stated objectives.

c. GOVERNING INSTRUMENT

Metamorphosis' Managing Board shall prevent the Foundation from distributing profits or assets for the benefit of individuals both during operation and when winding up.

2. Non-Governmental

a. NON-GOVERNMENTAL

Metamorphosis Foundation is not part of, or controlled by, government or an intergovernmental agency.

b. POLITICALLY INDEPENDENT

As non-partisan non-governmental organization, Metamorphosis Foundation shall maintain independence and not be aligned or affiliated with any political party, although it may share a common political or legislative cause within the limit of its mission, stated objectives and legal structure.

Metamorphosis' advocacy efforts may include nonpartisan election-related activities. However, its resources may not be used for partisan political activities, including supporting or opposing a political party or organization and supporting or opposing candidates for public office.

c. FOREIGN POLICY

Metamorphosis Foundation shall not act as an instrument of government foreign policy, but act independently of governments. The Foundation shall not seek to implement the policy of any government, unless it coincides with the mission of the Foundation and the Foundation's own independent policy.

3. Organized

Metamorphosis conducts its activities in line with its statute this document and the legal and institutional framework of Macedonia and countries in which it operates.

2. Organizing Documents

- Mission Statement
- Statute of Metamorphosis Foundation (Bylaws)
- Organizational Chart of the Foundation

3. Legal Recognitions

Metamorphosis is an NGO - Foundation, registered under the Law on Associations and Foundations of the Republic of Macedonia.

4. Independent and Self-Governing

a. INDEPENDENT

Metamorphosis Foundation is independent. Its policies, vision, and activities are not determined by any for-profit corporation, donor, government, government official, political party, or other NGO.

b. SELF-GOVERNING

Metamorphosis Foundation governs itself autonomously, according to its Statute and is equipped to control its own activities.

5. Voluntary Actions

CONTRIBUTIONS FROM VOLUNTEERS

In order to achieve its mission and objectives, the Foundation is to have meaningful contributions from volunteers. These may include both the target group and supporters.