



YALPAE

**YOUNG AFRICAN LEADERS
PIONEERS AND ENTREPRENEURS**

Africa's Light, paying forward to the future

CODE OF CONDUCT & ETHICS

ANNEX B

MARCH 2026



YALPAE Policy

LEGAL STATEMENT

This document constitutes an official governance instrument of Young African Leaders, Pioneers and Entrepreneurs (YALPAE), a registered Non-Profit Company operating in accordance with the laws of the Republic of South Africa.

This document forms part of YALPAE's internal governance framework and shall be read together with the YALPAE Constitution, By-Laws, Mandate, and all applicable Annexes and policies.

This document applies to all persons acting under the authority, representation, or auspices of YALPAE, including members, directors, officers, volunteers, partners, and affiliated participants.

AUTHORITY CLAUSE

This document is issued under the authority of the YALPAE Board of Directors in accordance with the YALPAE Constitution and By-Laws.

Its provisions derive their authority from, and must be interpreted consistently with:

- The YALPAE Constitution
- The YALPAE By-Laws
- The YALPAE Mandate
- All applicable Annexes, including the Code of Conduct and Safeguarding Framework

In the event of any inconsistency:

- The Constitution shall prevail
- Safeguarding provisions shall take precedence in all safeguarding-related matters
- This document shall govern operational implementation within its defined scope

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ANNEX B: CODE OF CONDUCT & ETHICS

1. Legal Status & Constitutional Authority

1.1 This Code of Conduct & Ethics ("the Code") is adopted pursuant to the YALPAE Constitution and derives its authority from the governance, ethics, safeguarding, and accountability provisions therein.

1.2 This Code is **binding** on all persons acting under the name, authority, or representation of YALPAE, including Board members, Executive Committee members, officers, staff, members, volunteers, chapter representatives, partners where applicable, and any delegated agents.

1.3 This Code shall be interpreted consistently with the Constitution and shall not be read as advisory or optional.

2. Purpose & Ethical Foundation

2.1 The purpose of this Code is to:

- Establish clear standards of ethical conduct and professional behaviour;
- Protect the integrity, credibility, and reputation of YALPAE;
- Provide a shared ethical framework for decision-making and representation;
- Promote accountability, respect, and trust across all levels of the organisation.

2.2 This Code reflects YALPAE's core values of integrity, respect, responsibility, inclusivity, service, and youth-led leadership.

3. Scope & Applicability

3.1 This Code applies at all times when an individual:

- Is performing duties for or on behalf of YALPAE;
- Represents YALPAE publicly or privately;
- Uses YALPAE platforms, resources, branding, or name;
- Participates in YALPAE events, programs, or activities.

3.2 Conduct outside formal activities may fall within the scope of this Code where such conduct reasonably risks reputational harm, safeguarding concerns, or governance integrity.



4. Safeguarding Supremacy & Child Protection

4.1 All persons bound by this Code have a **duty of care** toward children and vulnerable persons.

4.2 Where conduct involves or may involve children, the **Child Protection & Safeguarding Policy and Safeguarding Annex shall take precedence** over this Code.

4.3 Safeguarding concerns shall be reported immediately in accordance with safeguarding procedures and shall not be delayed by ethical review, mediation, or internal processes.

4.4 No discretion under this Code may override safeguarding obligations or legal reporting duties.

5. Standards of Ethical Conduct (All Persons)

All persons bound by this Code shall:

- Act honestly, responsibly, and in good faith;
 - Treat others with dignity, respect, and fairness;
 - Avoid harassment, discrimination, bullying, abuse, or intimidation;
 - Maintain confidentiality of sensitive or internal information;
 - Use YALPAE resources responsibly and lawfully;
 - Comply with all applicable laws, policies, and constitutional provisions;
 - Uphold YALPAE's reputation in all interactions and communications.
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6. Leadership & Fiduciary Ethics

6.1 Board members, Executive Committee members, and officers carry enhanced ethical and fiduciary responsibilities.

6.2 In addition to Section 5, leaders shall:

- Act in the best interests of YALPAE at all times;
 - Exercise care, diligence, and independent judgment;
 - Avoid misuse of authority, position, or information;
 - Declare and manage conflicts of interest promptly and transparently;
 - Model ethical behaviour and accountability;
 - Protect YALPAE's institutional independence and governance integrity.
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7. Conflicts of Interest

7.1 All actual, potential, or perceived conflicts of interest must be disclosed in accordance with the Constitution and applicable policies.

7.2 Individuals shall recuse themselves from decisions where a conflict exists.

7.3 Failure to disclose or manage conflicts constitutes a breach of this Code.

8. Representation, Communication & Public Conduct

8.1 Individuals representing YALPAE shall do so accurately, respectfully, and within their authorised mandate.

8.2 Public statements, advocacy, and media engagement shall align with YALPAE's values, neutrality, and policies.

8.3 Misrepresentation of authority or personal views as organisational positions is prohibited.

9. Reporting Ethical Concerns

9.1 All persons bound by this Code have a responsibility to report suspected ethical breaches, misconduct, or governance concerns.

9.2 Reports shall be made through designated reporting channels established by the Board.

9.3 Good-faith reporting shall not result in retaliation or adverse treatment.

10. Relationship to Disciplinary, Suspension & Termination Policy

10.1 This Code establishes **standards of conduct and ethical obligations** only.

10.2 Alleged breaches of this Code shall be addressed in accordance with the **Membership & Disciplinary Policy** adopted by the Board.

10.3 Procedures, investigations, sanctions, and appeals are governed exclusively by that Policy.

11. Breach Acknowledgement

11.1 All persons bound by this Code shall acknowledge their understanding and acceptance of its provisions.

11.2 Failure to sign or acknowledge this Code does not exempt any person from compliance.

12. Review & Amendment

12.1 This Annex shall be reviewed at least every **two (2) years**, or sooner if required by law, safeguarding standards, or organisational risk.

12.2 Amendments require Board approval and must remain consistent with the Constitution.

