



YALPAE

**YOUNG AFRICAN LEADERS
PIONEERS AND ENTREPRENEURS**

Africa's Light, paying forward to the future

LEADERSHIP ETHICS

ADDENDUM

ANNEX G

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 is classified under the YALPAE Policy Class, within which all policies, frameworks, declarations, and operational instruments are maintained as part of an integrated governance system. 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

COPYRIGHT AND OWNERSHIP

This document and all associated content are the intellectual property of Young African Leaders, Pioneers and Entrepreneurs (YALPAE).

No part of this document may be reproduced, distributed, modified, or used for commercial or organisational purposes without prior written consent from YALPAE, except where required for internal use in accordance with YALPAE's governance and operational activities.

Unauthorised use, reproduction, or misrepresentation of this document may result in disciplinary action or legal consequences in accordance with applicable laws and YALPAE policies.

ANNEX G: LEADERSHIP ETHICS ADDENDUM

1. Legal Status & Authority

1.1 This Leadership Ethics Addendum ("the Addendum") is adopted pursuant to the YALPAE Constitution and shall be read together with the Constitution, the Code of Conduct & Ethics, the Committee Governance provisions, and all safeguarding instruments.

1.2 This Addendum is **binding** on all persons occupying leadership positions within YALPAE, including Board members, Executive Committee members, officers, committee chairs, and any person exercising delegated authority.

1.3 Where conflict arises, safeguarding obligations and constitutional provisions shall prevail.

2. Purpose

2.1 The purpose of this Addendum is to:

- Define enhanced ethical duties associated with leadership authority;
 - Protect YALPAE's integrity, independence, and youth-led mandate;
 - Prevent abuse of power, role confusion, and governance drift;
 - Establish a clear ethical standard for decision-makers and influencers.
-

3. Principle of Stewardship

3.1 Leadership within YALPAE is a **stewardship**, not an entitlement.

3.2 Leaders shall exercise authority solely for the benefit of YALPAE and its mission, not for personal, political, financial, or reputational gain.

3.3 Authority shall be exercised transparently, proportionately, and accountably.

4. Fiduciary & Duty-of-Care Obligations

4.1 Leaders owe fiduciary duties of **care, loyalty, and good faith** to YALPAE.

4.2 Leaders shall:

- Act in the best interests of YALPAE at all times;
 - Make informed decisions with due diligence;
 - Safeguard organisational assets, reputation, and information;
 - Respect governance boundaries and delegated authority limits.
-

5. Integrity, Honesty & Truthfulness

5.1 Leaders shall act with honesty, accuracy, and candour in all dealings.

5.2 Misrepresentation, concealment of material facts, or misleading conduct constitutes a breach of leadership ethics.

5.3 Leaders shall correct errors promptly and transparently.

6. Conflicts of Interest & Independence

6.1 Leaders shall actively avoid conflicts between personal interests and organisational duties.

6.2 All actual, potential, or perceived conflicts shall be disclosed promptly.

6.3 Leaders shall recuse themselves from discussions or decisions where a conflict exists.

6.4 Leaders shall protect YALPAE's institutional independence and resist undue influence from donors, partners, political actors, or external entities.

7. Use of Authority & Power

7.1 Leaders shall not misuse authority to:

- Intimidate, coerce, or silence others;
- Gain improper advantage;
- Bypass governance processes;
- Retaliate against whistleblowers or dissenting views.

7.2 Delegated authority shall be exercised only within approved mandates.

8. Ethical Culture & Role Modelling

8.1 Leaders shall model the standards set out in the Constitution and Code of Conduct.

8.2 Leaders are responsible for fostering a culture of respect, inclusion, accountability, and safeguarding.

8.3 Failure to act on known ethical risks or misconduct constitutes an ethical breach.

9. Confidentiality & Information Stewardship

9.1 Leaders shall protect confidential and sensitive information.

9.2 Information obtained through leadership roles shall not be used for personal gain or external advantage.

9.3 Confidentiality obligations continue after the end of leadership tenure.



10. Decision-Making & Collective Responsibility

10.1 Leaders shall respect collective decision-making processes.

10.2 Once decisions are lawfully taken, leaders shall support their implementation, even where personal disagreement existed.

10.3 Public dissent shall be handled in accordance with governance protocols.

11. Accountability & Consequences

11.1 Alleged breaches of this Addendum shall be handled in accordance with the **Disciplinary, Suspension & Termination Policy**.

11.2 Breaches of leadership ethics may constitute grounds for suspension, removal from office, or other corrective action, subject to due process.

12. Acceptance & Acknowledgement

12.1 All leaders shall acknowledge this Addendum upon appointment.

12.2 Failure to acknowledge does not exempt a leader from compliance.

13. Review & Amendment

13.1 This Addendum shall be reviewed at least every **two (2) years** or sooner if required by organisational risk or legal standards.

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

