



Global Codes of Business Conducts & Ethics

Global Code of Business Conducts and Ethics

“Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ.”

Philippians 1:27

This Global Code of Business Conducts and Ethics (“hereinafter referred to as the “Code”) of Gaudin Charles Ministries (“hereinafter referred to as the “Ministries”) is intended to focus on areas of ethical risk, provide guidance, to help the Ministries recognize and deal with ethical issues, provide mechanisms to report unethical conduct and help foster a culture of honesty and accountability by complying with the letter and spirit of this Code.

No code or policy can anticipate every situation that may arise. Accordingly, this Code is intended to serve as a source of guiding principles for the Ministries. The Ministries is encouraged to bring questions about circumstances that may implicate one or more of the provisions of this Code to the attention of the Board who may consult with inside or outside legal counsel as appropriate.

Preamble

Gaudin L. Charles Ministries is largely a religious organization dedicated to changing lives while saving one soul at a time by leading individuals to completely love God, love people and love life as one in a global setting. We are one of the beacons of lights in the world of faith-based organizations. We are called on and were founded to uphold the highest standards of ethical conduct. Our ministry is founded upon the unwavering principles of the words of God, which guide us in all aspects of our work. We recognize that our actions and decisions have the power to impact not only our own lives, but also the lives of those we serve globally. It is with this profound responsibility in mind, we have established this Global Code of Business Conducts and Ethics. This Code serves as a steadfast compass, ensuring that our collective efforts remain true to our core values and the divine purpose that compels us. Moreover, this Code serves as a guideline in our actions and decisions in the business realm; most importantly though in the religious realm.

About Global Code of Business Conducts and Ethics

A Global Code of Business Conducts and Ethics is a set of guidelines that individuals working in various ministries around the world follow. These guidelines are designed to ensure that everyone in the ministry conducts themselves in a professional and ethical manner. The Code outlines the expected behaviors, responsibilities, and values that ministry workers should uphold in their interactions with others and in their work duties. By adhering to the Code, ministries can maintain a positive reputation and uphold high standards of integrity.

About Gaudin L. Charles Ministries

Gaudin L. Charles Ministries is committed to spreading the message of God's love and grace, it is imperative that we hold ourselves to the highest ethical standards. Therefore, we uphold a Global Code of Ministries Conduct and Ethics to guide our actions and interactions within ourselves, our partners, our supporters and the communities we serve. By adhering to this code, we ensure that

our Ministries operates with transparency, accountability and professionalism but also strengthens our credibility and trustworthiness.

- Our Mission

Our mission is to preach the Gospel of God to every unbeliever and win souls for the Kingdom of Heaven. We are committed to teaching people to demonstrate the life of God in their everyday lives and dedicate themselves to the spirit of God. We also pursue impacting our community by promoting education, health, social skills, and activities of and for underprivileged and underserved communities. We want to exhibit the unfiltered love of God so that everyone may benefit from the establishment of Gaudin L. Charles Ministries.

- Our Vision

Our vision is to spread the Gospel of Jesus Christ to the world and inspire people to give their Our vision is to help the whole world understand the trinity of God and believe in the death and resurrection of our Lord Jesus Christ. We want to save unbelievers' souls from perishing by bringing them into repentance. We want to help them dedicate their lives to God the Father, Son, and the Holy Spirit and live the life of a believer who has been redeemed from the penalty of sins and qualified to resurrect with Jesus when the Trumpet Sound.

- Our Values

Our value is embodied in God's love and holiness and how we can equally impact our community by being kind and selfless in our dealings with them. We prioritize God in everything we do and put him first in our activities. We accord people the uttermost respect and love and hope to bring them into the light of God.

- Our Statements of Faith

Our faith not only shapes our personal lives but also influences how we conduct ourselves in the world.

Our Core Values

Gaudin L. Charles Ministries' well-defined set of core values is crucial for businesses to uphold ethical standards and make responsible decisions. By embedding these principles into the organizational DNA and integrating them into daily operations, companies can create a strong ethical framework that guides decision-making, shapes behaviors, and fosters a culture of integrity and excellence.

- Put God first & Love God

At the core of our values is the belief in loving God and putting Him first in our hearts, lives, and everything we do. We strive to embody these principles in our daily work and interactions with others. By prioritizing God in all aspects of our business, we seek to create a positive and enriching environment for our team

employees, partners, vendors and the communities we serve. This commitment to faith-based values guides our decisions and shapes our culture.

- Integrity & Honesty
We strive to embody honesty and integrity in every aspect of our business practices. With the guidance of God's power, we are committed to upholding the highest standards of ethical conduct. Our dedication to living a life of Godliness, inspired by Christ, guides our decision-making processes and interactions with others. We believe that by adhering to these principles, we can create a culture of trust and integrity within our organization.
- Respect & Love
We prioritize spreading the Gospel of Christ with love and respect. We believe in treating everyone with the love of God, regardless of their background or beliefs without compromising our core values and most importantly though without compromising the words of God. Our commitment to respect and love guides our interactions with customers, partners, and employees. By embodying these values, we create a culture of inclusivity and compassion in our business practices.
- Stand Up for what is Right & Don't Compromise (especially the word of God)
At the core of Gaudin L. Charles Ministries is a strong belief in the importance of doing what is right, even when it is difficult. We do not waver in our commitment to upholding ethical standards and acting with integrity in all our interactions. By following the Global Code of Business Conducts and Ethics, we ensure that our actions are always aligned with our values and principles. We are proud to stand firm in our convictions and to speak boldly in defense of what is true and just.
- Authenticity & Simplicity
In upholding the Global Code of Business Conducts and Ethics, we emphasize the importance of authenticity and simplicity in all our endeavors. By embracing these values, we create an environment of trust and respect within our organization and with our external stakeholders. Our dedication to living a life guided by these principles allows us to make ethical decisions and conduct business in a responsible manner. Through the practice of authenticity and simplicity, we uphold our commitment to promoting a culture of integrity and ethical conduct in all aspects of our operations.

Moreover, the establishment and adherence to core values in our Global Code of Business Conducts and Ethics is vital for the success and sustainability of our Ministries. These values serve as our compass that guides the behavior and decision-making processes of employees at all levels, ensuring that ethical standards are maintained in all business dealings.

Our Code of Business Conducts

Gaudin L. Charles Ministries adheres to a strict code of conduct that governs the behavior of all our subsidiaries, employees, partners and vendors. This code is based on the principles of integrity, honesty, and compassion. Employees, partners and vendors are expected to conduct themselves in a manner that reflects the ministry's commitment to ethical and moral standards. This includes respecting the rights and dignity of others, avoiding harmful or illegal activities, and maintaining a high level of personal and professional conduct.

Our Code of Business Ethics

In addition to its code of conduct, Gaudin L. Charles Ministries has adopted a code of ethics that provides guidance on how our employees, partners and vendors should behave in specific situations. This code covers a wide range of issues, including conflicts of interest, financial transparency, and the use of social media. Employees, partners and vendors are expected to familiarize themselves with the code of ethics and to adhere to its provisions.

Our Commitments

At Gaudin L. Charles Ministries, our commitment and our Global Code of Business Conducts and Ethics play a vital role in maintaining integrity and trust within the Our commitment to put God first is a foundational principle that shapes our mission, vision, operations and impact on the communities we serve communities we serve. These principles help guide us to make ethical decisions in our daily operations. By upholding a strong commitment to ethical practices, we demonstrate our values and set a positive example for us, our partners, our supporters and the public we serve. Thus, our Global Code of Business Conducts and Ethics serves as a compass, ensuring that all actions align with our beliefs and adhere to legal and moral standards.

- Commitment to Put God First

Our commitment to putting God first is integral to everything we do at Gaudin L. Charles Ministries. By prioritizing our relationship with God above all else, we can uphold our (religious) values. These foundational principles guide our mission, vision and daily operations, ensuring that we maintain a strong focus on serving others with love and compassion. By centering our work around this core belief, we can make a more significant impact on the communities we serve, bringing hope and transformation to those in need.

- Commitment to Not Compromising the Words of God

Our steadfast dedication to not compromising the Words of God are sacred and timeless. Furthermore, our commitment to **Not compromising the Words of God** is a foundational principle that shapes our mission, vision, operations and impact on the communities we serve. We believe that following the Words of God forms the backbone of our organization's values and purpose. It is through this unwavering commitment that we aim to make a lasting difference, inspire others to follow the path of righteousness, and ultimately contribute to a more harmonious world.

- Commitment to Integrity
At our company, integrity is not just a word – it is a fundamental principle that we live by every day. We believe in doing the right thing, even when no one is watching, and holding ourselves accountable for our actions. This commitment to integrity sets us apart and helps us foster strong relationships with customers, partners, and stakeholders. It is through our unwavering dedication to ethical behavior that we have earned the trust and respect of the communities we serve.
 - Commitment to Not Compromising the integrity of self and/or Gaudin L. Charles Ministries
Our commitment to not compromising the integrity of self and/or Gaudin L. Charles Ministries sets us apart as a beacon of ethical leadership in our community. By consistently demonstrating our commitment to honesty and transparency, we build a strong foundation for growth, success, and positive change. We are proud to stand by our principles and values, knowing that they are the keys to our continued impact and effectiveness in serving others.
 - Commitment to be a Humble Organization
Our commitment to be a humble organization is not just a statement of principle, but a guiding philosophy that informs every aspect of we do things. Embracing humility not only shapes our organizational culture but also influences the way we approach challenges and opportunities. By remaining humble, we remain open to new ideas, perspectives, and experiences that allow us to continuously improve and innovate. Our dedication to humility empowers us to adapt to change, navigate obstacles with grace, and work collaboratively to create lasting, meaningful change in the world.
 - Commitment to Excellence
Excellence is not just a goal for us, but a fundamental principle that drives our everyday actions. We believe that by consistently pursuing excellence, we can make a meaningful difference in the lives of those around us. Our commitment to excellence is reflected in the way we approach challenges, always seeking to improve and innovate. This mindset allows us to adapt to changing circumstances and drive positive change within our organization and community.
 - Commitment to the Community We Serve
Our commitment to the community is a driving force behind our work and a key pillar of our organization. By upholding this foundational principle, we can create meaningful and sustainable change that has a lasting impact on the communities we are privileged to serve.
 - Commitment to be Christ Like
Our commitment to be Christ Like is not just a belief, but a guiding principle that influences every aspect of our organization. The impact of our commitment to be Christ-like is far-reaching and profound. By embodying the virtues of compassion, generosity, and service, we create a ripple effect that touches the lives of many. Our dedication to following the
-

example set by Christ leads us to acts of kindness, charity, and empathy. Through these actions, we contribute positively to the well-being and flourishing of the communities we serve. This commitment to be Christ Like is not just a statement; it is a core part of our identity.

Furthermore, Gaudin L. Charles Ministries' commitment to ethical business practices helps to build trust with us, with those who work with us including vendors, with our partners, with our supporters and the communities we serve. This trust is the foundation of strong relationships that are necessary for sustainable growth and reputation management.

Code of Conducts & Ethics

As a religious organization operating on a global scale, it is imperative that we adhere to a strict code of business conduct and ethics. Gaudin L. Charles Ministries stands for principles of integrity, honesty, and respect for all individuals, regardless of their background or beliefs without compromising our (core) values and most importantly without compromising the words of God. By upholding these values in all aspects of our business operations, we can set a positive example for our employees, partners, vendors and communities around the world.

- Respect for self, the Ministries and others
Upholding a strong code of conduct that emphasizes respect for self, the Ministries, and others not only fosters a positive work environment but also strengthens relationships, promotes collaboration, and enhances overall productivity. When we show respect in all aspects of our lives, we contribute to a culture of mutual trust, loyalty, and shared success. This, in turn, benefits not only individuals but also the Ministries a whole, leading to greater achievements and sustainability in the long run.
 - Trust
Trust serves as a guiding framework for all individuals associated with our religious organization. By upholding the values of honesty, respect, fairness, and compassion, we create a culture of trust and integrity that benefits everyone involved. We are committed to maintaining the trust of our employees, partners, vendors, supporters, and the community at large, and we will continue to uphold the principles outlined in our Global Code of Business Conducts and Ethics to ensure the ethical and responsible operation of our organization.
 - Fairness
In promoting fairness within our organization, we ensure that our policies and procedures are applied consistently and transparently. This means that decisions regarding membership, employment, and any other matter are made based on merit, rather than favoritism or bias. We are committed to providing equal opportunities for all individuals to participate and contribute to our religious community, fostering a sense of inclusivity and belonging for everyone involved.
-

- Sexual Conduct and Harassment

Sexual harassment and misconduct are serious violations that can have significant negative impacts on both the victim and the overall culture of the organization. It is crucial for all employees to understand and recognize behaviors that are inappropriate or unwelcome, and to take action to address and prevent such actions from occurring. Taking a proactive stance against sexual harassment and misconduct is not only a legal requirement but also a moral and ethical imperative.

Ultimately, maintaining a zero-tolerance policy towards sexual conduct and harassment is imperative to the success and well-being of any organization. By clearly outlining the expected behavior and consequences for violations, companies can protect their employees and cultivate a workplace where everyone feels valued and respected. Upholding these standards is not only a legal obligation but a moral one that should be always upheld.

- Honesty

Honesty is a fundamental aspect of professional conduct that is essential for building trust, integrity, and respect in the workplace. By upholding honesty in all our actions and decisions, we contribute to a positive work culture, foster strong relationships with colleagues and clients, and uphold the highest standards of ethics and integrity. As professionals, it is our responsibility to prioritize honesty in everything we do, and to always strive to act with integrity, transparency, and fairness in all our interactions.

- Integrity

Integrity is an important value in our lives and also in the workplace. Having integrity means doing the right thing even when no one is looking. It involves being honest and trustworthy in all actions and decisions. Upholding integrity in our code of conduct helps to build a culture of respect and fairness among colleagues and stakeholders. By adhering to the principle of integrity, we create a positive and ethical environment for everyone involved.

- Accountability

Integrity is an important value in our lives and also in the workplace. Having integrity means doing the right thing even when no one is looking. It involves being honest and trustworthy in all actions and decisions. Upholding integrity in our code of conduct helps to build a culture of respect and fairness among colleagues and stakeholders. By adhering to the principle of integrity, we create a positive and ethical environment for everyone involved.

- Transparency

Transparency is a cornerstone of a strong code of conduct within a religious organization. By upholding these principles, the organization can demonstrate its commitment to ethical behavior and inspire confidence in its mission and values.

- Compromise
Compromise exists when two parties try to find a halfway point for resolution. Thus, compromising can be a good or a bad thing. However, there are three (3) things that are prohibited with respect to comprising:
 - the Words of God
 - the integrity of self and/or,
 - this Ministries
- Use of Moral Courage
Moral courage is especially important in Gaudin L. Charles Ministries, where individuals may face situations that test their values and principles. The use of moral courage in the Code of Conduct reflects our commitment to upholding the values of honesty, respect, and fairness in all aspects of what we do. By adhering to these principles and demonstrating moral courage in our actions, we not only contribute to a culture of integrity and trust but also strive to make a positive impact on the world around us. It is our responsibility to hold ourselves to the highest ethical standards and use our moral courage to make a difference in the organizations and communities we serve.
- Teamwork
Teamwork is all about working together towards a common goal, and the Code of Conduct provides guidelines on how team members should interact and support each other. By valuing and respecting the opinions and contributions of all team members, teamwork can flourish, and everyone can feel included and valued. Respecting each other's strengths and weaknesses is essential for effective teamwork, and the Code of Conduct helps in promoting a culture of support and encouragement within the team.

The significance of implementing a Code of Conducts and Ethics in our Global Code of Business Conducts and Ethics cannot be understated. These codes serve as guiding principles that shape the ethical behavior and decision-making processes within Gaudin L. Charles Ministries. By upholding these standards, we can enhance their reputation, mitigate risks, and foster a culture of integrity that is essential for long-term success and responsible global business practices.

Code of Conducts & Ethics for the Board Of Directors

The Code of Conducts and Ethics for the Board of Directors establishes clear guidelines for the behavior and responsibilities of board members. It outlines the values and principles that are expected to govern the actions of directors in their decision-making processes. By adhering to these standards, board members can ensure transparency, accountability, and integrity in their roles within the organization.

- Respect for self, the Ministries and others
Respect for self, the Ministries, and others is a cornerstone of the Code of Conducts and Ethics for Board of Directors. Upholding these values is essential for building a culture of
-

integrity, trust, and accountability within the organization. By adhering to the principles of respect, board members can ensure that their actions and decisions reflect the highest ethical standards and contribute to the long-term success and sustainability of the organization.

- Trust
Trust is a fundamental aspect of the Code of Conducts and Ethics for the Board of Directors. Board members are expected to hold themselves to the highest standards of honesty, integrity, and transparency in all their dealings. This includes disclosing potential conflicts of interest, maintaining confidentiality of sensitive information, and making decisions based on what is best for Gaudin L. Charles Ministries.
 - Integrity
Integrity is one of the foundations of effective governance and leadership, helping to ensure that the Board acts in the best interests of Gaudin L. Charles Ministries and our employees, our partners and our supporters. By upholding the principles of integrity in our Code of Conduct and Ethics, Board Members demonstrate their dedication to ethical decision-making and responsible stewardship of our resources.
 - Honesty
Honesty is a crucial value embedded in the Code of Conducts and Ethics for Board of Directors. Board members are expected to uphold the highest standards of honesty in all their dealings. This means being truthful and transparent in their decision-making processes. By maintaining honesty, our board fosters trust among those they interact with while ensuring the integrity of Gaudin L. Charles Ministries.
 - Directors Responsibilities
Board members have important responsibilities to uphold. These include overseeing Gaudin L. Charles Ministries' strategic direction and performance; acting in the best the Ministries while exercising due diligence in the oversight of the Ministries' ethical practices; maintaining the confidentiality of sensitive information and to avoid conflicts of interest; governing the Ministries effectively and in compliance with all relevant laws and regulations; setting a positive example by promoting a culture of ethical behavior within the Ministries; holding themselves and others accountable for adhering to the Code of Conducts and Ethics and addressing any violations promptly and appropriately.
 - Conflict of Interest
Board members must also be vigilant in avoiding situations that could give rise to conflicts of interest. A conflict of interest can arise when a board member's personal interests interfere with their duty to act in the best interests of Gaudin L. Charles Ministries. Conflict of interest is a critical issue that is addressed in the Code of Conducts and Ethics for Board of Directors. Thus the Code of Conducts and Ethics for Board of Directors plays a crucial role in fostering accountability and integrity within our Ministries. It provides guidelines
-

and principles that help Board members navigate complex situations and make decisions that align with our values and goals. By adhering to these ethical standards, Board members demonstrate their commitment to serving the best interests of the Ministries and avoiding situations where personal gain may conflict with their fiduciary responsibilities. Upholding ethical conduct is paramount in maintaining the trust of our employees, volunteers, vendors, our subsidiaries, our partners and our supporters.

- Confidentiality
Confidentiality is a cornerstone of good governance and is essential for fostering trust and accountability within the Board of Directors. By upholding the highest standards of confidentiality, Board members can demonstrate their commitment to the organization's success and integrity. Adhering to the principles of confidentiality not only protects the Ministries' interests but also upholds the professionalism and ethics expected of Board members in their roles.

The Code of Conduct and Ethics for Board of Directors is a vital document that sets the foundation for ethical behavior and transparency within Gaudin L. Charles Ministries. Board members are held to a high standard of conduct and by following the principles outlined in the code where they can demonstrate their commitment to ethical decision-making and responsible governance. By adhering to these guidelines, the Board can ensure that they are acting with integrity and in the best interests of the Ministries.

Code of Conducts and Ethics for Our Officers, Staffs, Volunteers, Partners and Vendors

As Gaudin L. Charles Ministries plays a crucial role in the global stage, there are specific yet strict code of conducts and ethics that our officers, staffs, volunteers, partners, and vendors are expected to follow. This ensures that all interactions and operations are conducted with integrity, respect, and professionalism. It is important for all individuals associated with the Ministries to uphold high moral standards and act in the best interest of the community they serve.

- Gaudin L. Charles Ministries
As a religious organization, Gaudin L. Charles Ministries holds itself to the highest standard of integrity along with ethical and moral conducts. By adhering to this code, we believe we can achieve our goal of positively impacting lives while staying true to ourselves and to our mission of serving others one soul at a time for the Kingdom of God.
 - Our Officers
At Gaudin L. Charles Ministries, our Executive Officers must adhere to a set of ethical standards and code of conducts. Moreover, they must maintain confidentiality and respect the privacy of individuals. This Code outline the expectations and behaviors that are necessary for maintaining integrity and promoting trust within the community we serve while handling sensitive information with care and discretion and refraining from engaging in gossip or spreading rumors. Our Executive Officers are also expected to demonstrate honesty, transparency and accountability.
-

- Our Staff

Our employees are entrusted with important tasks and responsibilities. As such, it is imperative that they adhere to a strict code of conduct and uphold the highest level of ethics in their professional behavior. This includes maintaining confidentiality and exercising discretion when handling sensitive information. Honesty and integrity are fundamental principles that must be upheld by all staff members to foster a culture of trust and respect within the company. Additionally, it is expected that employees comply with all laws, regulations, and company policies in their conduct to ensure a harmonious working environment for everyone. By adhering to these standards, employees can contribute towards the success and reputation of the organization while also upholding the values of professionalism and excellence.

- Our Volunteers

Volunteers are the backbone of Gaudin L. Charles Ministries, playing a pivotal role in fulfilling our mission. As such, we hold our volunteers to the highest standards of professionalism, integrity, and respect. Their actions are not only a reflection of themselves but also of our organization as a whole. By adhering to our guidelines, our volunteers demonstrate their commitment to our values and help us maintain a positive reputation in the communities we serve.

- Our Partners

Our partners must prioritize honesty and transparency in all their interactions, both internally and externally. This means providing accurate information, being forthcoming about any conflicts of interest, and avoiding any form of deception or manipulation. By establishing a reputation for reliability and truthfulness, our partners can build strong relationships built on trust and credibility. Therefore, It is imperative for our partners to adhere to our strict Code of Conducts and Ethics when representing our organization.

- Our Vendors

At Gaudin L. Charles Ministries, we are committed to upholding the highest standards of ethics and conducts; such that we expect the same level of integrity from our vendors. Vendors are expected to provide accurate information regarding their products and services, pricing, and delivery schedules. Our code of conduct outlines the ethical principles and guidelines that vendors must adhere to when conducting business with us. Gaudin L. Charles Ministries reserves the rights to terminate our relationship with vendors that fail to uphold the ethical standards outlined in our Code of Conducts and Ethics.

This Code of Conduct and Ethics serves as a comprehensive guide for all individuals involved in the ministry, ensuring that ethical principles and professional standards are always upheld. By adhering to this code, officers, staff, volunteers, partners, and vendors demonstrate their commitment to integrity, transparency, and accountability.

Prohibited Activities

Gaudin L. Charles Ministries recognizes the paramount importance of ethical conduct in our ministries. To ensure the integrity and credibility of the organization, our Global Code of Conducts and Ethics explicitly prohibits several behaviors that compromise our integrity and our mission:

- Compromising the Words of God
Altering, distorting, or misrepresenting the teachings of the Bible.
- Integrity of Self and Ministries
Engaging in actions that damage our reputation and/or credibility.
- Sexual Harassment and Misconduct
Any form of unwanted sexual behavior, including physical contact, verbal abuse, or threats.
- Bullying
Intimidating, harassing, or threatening individuals within or outside Gaudin L. Charles Ministries.
- Corruption and Bribery
Offering or accepting bribes or engaging in corrupt practices.
- Use of Ministries Funds for Personal Use
Misappropriating funds or resources intended for ministry purposes.

We take violations of the Global Code of Conducts and Ethics seriously. Those who engage in prohibited activities are subject to disciplinary action, which may include suspension, dismissal, or termination of membership. We also reserve our right to report any illegal or unethical behavior to relevant authorities. By adhering to these standards, we ensure that our ministries continue to be a force for good in the world.

Fundraising

Fundraising is an essential aspect of Gaudin L. Charles Ministries, allowing us to continue serving the communities and fulfilling our missions. It requires a strategic approach, clear communication, and transparency to build trust with donors. By following best practices in fundraising, we can ensure that our resources are utilized efficiently and effectively to make a meaningful impact.

The global community has recognized the importance of ethical fundraising practices, which led to the development of our Global Code of Business Conducts and Ethics. This Code sets forth a set of principles and standards that govern our conduct of fundraising activities worldwide.

Our Global Code of Business Conducts and Ethics emphasizes the importance of transparency, accountability and respect for donors. It requires us to be clear about their fundraising goals, the intended use of the funds raised, and the expected outcomes of the fundraising efforts. We must

also maintain accurate records of all donations and ensure that they are used for the designated purposes.

Our Code also prohibits Gaudin L. Charles Ministries from engaging in deceptive or unethical fundraising practices, such as making false or misleading statements, using high-pressure tactics, or exploiting vulnerable individuals. We must respect the privacy of donors and protect their personal information. Additionally, we must avoid conflicts of interest and ensure that our fundraising activities do not harm the reputation of Gaudin L. Charles Ministries.

By adhering to our Global Code of Business Conducts and Ethics, we can demonstrate their commitment to ethical fundraising practices and build trust with our donors. This trust is essential for attracting and retaining donors, ensuring the long-term sustainability of our mission. Furthermore, compliance with the code helps us maintain our reputation and avoid legal or regulatory issues that could damage our operations.

Financial

Gaudin L. Charles Ministries must adhere to sound financial management practices to ensure the integrity of our operations and maintain the trust of our donors. Proper financial management involves establishing a budget, tracking expenses and revenue, and maintaining accurate financial records. It also includes implementing internal controls to prevent fraud and mismanagement. Adherence to financial and ethical standards is essential for Gaudin L. Charles Ministries to maintain a professional image and reputation in the community. By following these standards, we demonstrate our commitment to transparency and accountability in all financial dealings. This not only builds trust with supporters and donors but also ensures that we operate with integrity and upholds high ethical values. Adherence to financial and ethical standards is crucial for several reasons:

- Trust and Credibility
Ethical and transparent financial management builds trust among donors, who can be confident that their contributions are being used responsibly.
 - Legal Compliance
As a religious organization, we are subject to the same financial and ethical laws as other non-profit organizations. Failure to comply can result in legal penalties.
 - Mission Fulfillment
Sound financial management and ethical behavior are essential for achieving Gaudin L. Charles Ministries' mission. By ensuring that resources are used efficiently and ethically, we can maximize our impact on the community.
 - Oversight and Enforcement
Oversight of financial and ethical matters should be the responsibility of our governing Board or Committee. Our Board should review financial reports and approve budgets, as
-

well as monitor compliance with our Code of Business Conducts and Ethics. Regular audits and internal controls can help ensure that the organization is operating in accordance with established standards.

As a religious organization, Gaudin L. Charles Ministries serves as spiritual guides and pillars of support for the communities we serve. Through sound financial management, ethical leadership, complying with respective laws and a commitment to upholding the highest standards of conduct; we will continue to be beacons of hope and inspiration for those in need.

Protecting Gaudin L. Charles Ministries

Protecting Gaudin L. Charles Ministries is pivotal in safeguarding our reputation and ensuring our operations align with our Global Code of Business Conducts and Ethics. By emphasizing brand protection, we diligently work to maintain our integrity and trustworthiness in the eyes of everyone and the communities we serve. This commitment extends to protecting our employees, ensuring a safe and ethical environment free from practices that compromise their welfare or Gaudin L. Charles Ministries' core values. Protecting our image and reputation from the risks of anti-corruption and bribery is paramount, implementing rigorous policies and measures to prevent unauthorized activities and unethical behavior. Through these steadfast efforts, Gaudin L. Charles Ministries not only upholds its mission but also fortifies our standing as a principal and transparent organization.

Conflict of Interest

One of the most important aspects of conducting business ethically is avoiding any conflicts of interest. A conflict of interest occurs when an individual has a personal or financial interest that may influence their decision-making in a way that is not aligned with the best interests of the company. To prevent such situations, Gaudin L. Charles Ministries have implemented a Code of Business Conducts and Ethics. This code outlines guidelines and principles for employees to follow when faced with potential conflicts of interest, emphasizing transparency and integrity in all business dealings. By adhering to this code, we can maintain trust with the communities we serve and promote ethical behavior within our organization. Failing to address conflicts of interest and violating the Code of Business Conducts and Ethics can damage our reputation and ultimately lead to legal consequences. Therefore, it is crucial for Gaudin L. Charles Ministries to actively promote and enforce these ethical standards to uphold our integrity and credibility worldwide.

Brand Protection

In today's fast-paced and interconnected world, brand protection and ethical conduct are more critical than ever. Gaudin L. Charles Ministries recognizes the importance of protecting its brand reputation and ensuring that its name, logo, and other trademarks are used consistently and appropriately. Therefore, we have established a comprehensive brand protection program that includes:

- Registering and enforcing trademarks
 - Developing and implementing brand guidelines
-

- Monitoring unauthorized use of the brand
- Taking legal action against infringers

The rise of social media and online platforms has made it easier for misinformation, counterfeit products, and unethical behaviors to spread rapidly. Companies must be proactive in monitoring and addressing any potential risks to their brand reputation, while also instilling a culture of ethics and integrity within the organization. By prioritizing in robust brand protection strategies and upholding a strong Code of Business Conducts and Ethics, Gaudin L. Charles Ministries ensures that its reputation and mission are preserved and that the public is not misled by unauthorized or inappropriate use of its name or logo while safeguarding our brand, we can mitigate risks, build trust with consumers, and maintain long-term sustainability.

Confidentiality

Confidentiality is a fundamental principle that governs the conduct of Gaudin L. Charles Ministries, our employees, partners, supporters and vendors. It involves the protection of sensitive information and data from unauthorized access, use, or disclosure. Our Code of Business Conducts and Ethics establishes clear guidelines and expectations with respect to the handling of confidential information. By adhering to the principles of confidentiality, Gaudin L. Charles Ministries can protect their valuable assets, maintain customer trust, and comply with applicable laws and regulations. Our Code of Business Conducts and Ethics provides a framework for everyone to fulfill their ethical and legal obligations regarding confidentiality, ensuring the integrity and reputation of Gaudin L. Charles Ministries.

Proper Use of The Ministries Assets

Gaudin L. Charles Ministries recognizes the importance of responsible and ethical use of its assets. All assets, including physical property, financial resources, and intellectual property, must be used solely for the purpose of fulfilling our mission and vision. Misuse or unauthorized use of assets is strictly prohibited. Employees and volunteers are entrusted with the responsibility of safeguarding these assets. They must use assets efficiently and effectively, avoiding waste or abuse. Assets should be used strictly for ministry-related activities and not for personal gain or outside interests.

We established clear guidelines and policies governing the use of assets. The proper use of Gaudin L. Charles Ministries assets and adherence to the Code of Business Conducts and Ethics are essential components of maintaining a successful and reputable organization. By following these guidelines, employees demonstrate their commitment to upholding the values and mission of the Ministries, while also contributing to a positive work environment and fostering trust and integrity within the organization. It is the responsibility of all individuals associated with the Ministries to uphold these standards and to consistently strive for excellence in their professional conduct.

Gossip

Gossip, the act of spreading rumors or unverified information which can have a detrimental impact on our workplace. It can damage reputations, erode trust and create a hostile work environment. As such, Gaudin L. Charles Ministries has included provisions against gossip in its Code of

Business Conducts and Ethics. That said, spreading gossip or rumors about coworkers, clients, or competitors is strictly prohibited. Engaging in such behavior not only goes against the principles of integrity and trustworthiness but it can also create a hostile work environment where employees feel uncomfortable. By adhering to the Code of Business Conducts and Ethics, employees can help to maintain a positive and ethical work environment.

Records and Information Management

Gaudin L. Charles Ministries recognizes the importance of maintaining accurate and reliable records to ensure transparency, accountability, and compliance with legal and ethical standards. We established a Records and Information Management system that outlines policies and procedures for the creation, retention, storage, and disposal of records. This ensures that our records are properly classified, indexed and stored in a secure and accessible manner. We also employ data protection measures to safeguard sensitive information from unauthorized access, modification, or destruction. Our Code of Business Conducts and Ethics extends to the handling of the following records:

Annual Reports are essential documents that provide a comprehensive view of Gaudin L. Charles Ministries' performance, goals, and future plans.

- Annual Reports
- Financial Reports
- Other Reports

Effective Records and Information Management is crucial in today's data-driven world. Gaudin L. Charles Ministries have made significant strides in establishing a robust Records and Information Management system. This commitment to transparency and accountability is reflected in our adoption of the Global Code of Business Conducts and Ethics. By adhering to this code, we ensure that all our interactions are guided by the highest ethical standards. This not only promotes a culture of integrity and respect but also fosters trust among the communities we serve. Moreover, the effective management of Records and Information enables us to make informed decisions, mitigate risks and ensure compliance with regulatory requirements.

Be a Good Steward of God's Resources

As Gaudin L. Charles Ministries a religious organization, it is important to understand the significance of being good stewards of both God and the Code of Business Conducts and Ethics. When we speak of being good stewards of God, we are reflecting on the principle of treating others with kindness, respect, and compassion. This involves being honest, fair, and just in our dealings with others in a way that reflects God's teachings. By upholding a strong ethical foundation, we not only honor our faith but also contribute to a positive and trustworthy business environment.

Proactive Communication

At Gaudin L. Charles Ministries, proactive communication is an essential practice that helps us establish trust, transparency and understanding among our employees, partners, supporters and the communities we serve. By being proactive in communication, we can anticipate challenges, resolve conflicts and stay ahead of potential issues. Therefore, integrating proactive communication with the Global Code of Business Conducts and Ethics creates a foundation for a responsible and sustainable business yet religious environment. Communicating openly and honestly, we adhere to ethical guidelines, we can cultivate a culture of integrity and accountability.

Promote and Practice Unity

As religious organizations, promoting and practicing unity is crucial for building strong and harmonious communities. At Gaudin L. Charles Ministries, we hold a profound responsibility to foster unity within the communities we serve. Unity is not about uniformity but rather about embracing individual differences without compromising our core values and the Words of God while working towards a common goal. By actively promoting and practicing unity, we can be a powerful force for good in the world.

Social Responsibilities

Gaudin L. Charles Ministries, a faith-based organization dedicated to serving underserved communities, recognizes the importance of corporate social responsibility in fulfilling our mission. This includes actively engaging in activities that benefit the community and society. By embracing corporate social responsibility, we strive to make a positive contribution to society. We believe that its mission extends beyond the spiritual realm and includes a commitment to the pursuit of a better future for all.

Compliance with Laws and Regulations

Gaudin L. Charles Ministries is firmly committed to adhering to all applicable laws and regulations in the jurisdictions in which it operates. This commitment extends to compliance with local, state, national, and international laws, including those governing financial reporting, tax obligations, labor practices without compromising our core values and most importantly the Words of God. We believe that compliance with the law is essential for maintaining the trust of ourselves, our partners, our donors and the communities we serve. We are committed to maintaining the highest standards of compliance and ethics. We believe that compliance is not only a legal requirement but also a moral obligation. We strive to be a responsible and ethical organization that operates with integrity and transparency.

Seek the Welfare of the Community Where God has Place it

At Gaudin L. Charles Ministries, we are called to live out our faith in all aspects of our lives, including our professional endeavors. This means seeking the welfare of the communities where God has placed us. By actively participating in our local communities, we can make a positive impact on the lives of those around us. We can do this by volunteering our time to support local organizations, donating to those in need, and simply being a good neighbor. When we seek the

welfare of our communities, we are not only helping those around us, but we are also glorifying God.

Culture of Values

The culture of values and the adherence to ethical principles are paramount for Gaudin L. Charles Ministries to achieve long-term success and maintain stakeholder trust. A strong culture of values establishes a framework for ethical decision-making and guides employees in their interactions with our partners, our supporters and the community. Moreover, a culture of values that aligns with the Global Code fosters a work environment where our employees feel empowered to speak up against unethical behavior and where ethical considerations are prioritized in decision-making processes. Adherence to ethical principles enhances our reputation and credibility. This translates into increased brand loyalty, donor retention and a competitive advantage in the world.

Good Reputation

Gaudin L. Charles Ministries aligns its policies and practices with the principles of the Global Code of Business Conducts and Ethics. Therefore, by adhering to the Global Code of Business Conducts and Ethics, we demonstrate our commitment to ethical conduct, transparency and accountability while consistently maintained a positive public image.

Consequences

Violations of this code can have grave repercussions, ranging from disciplinary measures to termination of employment. It is imperative for all including officers, staff, volunteers, partners and vendors, to thoroughly acquaint themselves with the Code and seek clarifications on any ambiguous provisions. Adherence to the code of conduct serves as a testament to their dedication to ethical practices and the preservation of the organization's integrity. Breaching the code can erode trust, damage reputations and undermine Gaudin L. Charles Ministries and/or its subsidiaries' ability to fulfill its mission effectively.

By adhering to the code, individuals not only safeguard their own conduct but also contribute to the overall well-being and reputation of Gaudin L. Charles Ministries. A culture of compliance promotes accountability, transparency, and ethical decision-making, fostering a positive work environment and enhancing our credibility.

Moreover, compliance with the code is often a contractual obligation. By signing employment agreements or service contracts, individuals agree to abide by the organization's policies and procedures, including the code of conduct. Failure to comply can result in legal consequences, such as the termination of the contract or sanctions.

Conclusion

The apostle Paul's exhortation in Philippians 1:27 echoes the profound need for a robust Global Code of Business Conduct and Ethics in today's interconnected business landscape. This code serves as a moral compass, guiding organizations and individuals in their ethical decision-making and behavior. By adhering to a strong code of conduct, Gaudin L. Charles Ministries can

demonstrate our commitment to integrity, transparency, and accountability. It fosters trust among us, enhances reputation and mitigates risks associated with unethical practices. Moreover, it aligns with the biblical principle of living a blameless and pure life, as expressed in Philippians 1:27.

A global code of conduct also fosters a positive work environment where employees feel valued, respected, and empowered to raise ethical concerns. It promotes a culture of integrity and collaboration which ultimately leads to increased productivity and innovation. The imperative for a strong Global Code of Business Conduct and Ethics is undeniable. It is rooted in the biblical principles of integrity and ethical behavior, as reflected in Philippians 1:27. By adhering to such a code, Gaudin L. Charles Ministries can create a positive and sustainable business environment that fosters trust, protects stakeholders, and contributes to the flourishing of both the business and society as a whole.
