



CODE OF GOVERNANCE

Governance Links Tanzania
Maendeleo House ,Plot 374 Block A
P.O. Box 1923
Mwanza-Tanzania
Tel:+255 754 830 828
E-mail:< governance.links@gmail.com>

COMMITMENT AND UNDERTAKING TO THE INDEPENDENT CODE OF GOVERNANCE

Governance Links Tanzania hereby commits itself to comply With and give full effect to the principles, values and guidelines which constitute the independent code Of governance, in accordance with its intent and purpose, including the under mentioned issues:

1. Governance Links Tanzania is a Non Governmental Organization which exists to promote a public benefit purpose, and shall serve the public interest with fidelity, altruism, goodwill and integrity.
2. The capacity and resources of the organisation shall be applied exclusively for the advancement and implementation of its public benefit purpose.
3. The Board of Governance Links Tanzania accepts primary responsibility to ensure adherence to the core values and principles of good governance, to exercise effective leadership, and to ensure the organisation's legal and fiscal compliance.
4. Governance Links Tanzania and its office bearers commit themselves to the operational principle of transparency and accountability to donors, beneficiaries and the general public.
5. All Board members and others involved with the Governance Links Tanzania undertake to observe utmost good faith, specifically avoiding improper self-benefit or conflicts of interest.
6. Governance Links Tanzania shall at all times conduct its affairs in accordance with the principles of equality and non-discrimination, and shall treat all persons with dignity and respect.
7. Governance Links Tanzania shall deal fairly with its employees and volunteers, including provision for reasonable remuneration or reimbursement of out-of-pocket expenses; and it shall observe best practice principles in its staff policies, and in its overall management of human relations.
8. Governance Links Tanzania shall respect the fundamental rights entrenched in the national constitution, including those which relate to equality; non-discrimination; just administrative action; human dignity; and freedom of association.

9. Governance Links Tanzania shall at all times act with fairness, impartiality, and without fear, favour, or prejudice, in the best interests of its beneficiaries, specifically avoiding nepotism and self-benefit.

10. Governance Links Tanzania shall conform to the governance provisions of its constituting documents, and ensure due compliance with all legal, fiscal and other statutory and regulatory duties prescribed by law from time to time.

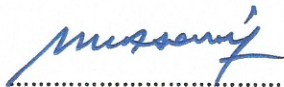
Approved and signed on 10th day of June 2010

On behalf of the Board



.....
Chair of the Board of Directors

On behalf of the Employees



.....
Executive Director

PLEASE NOTE THAT THIS VOLUNTARY CODE IS NOT INTENDED AS LEGAL ADVICE.
ORGANISATIONS SHOULD WHERE NECESSARY SEEK PROFESSIONAL LEGAL AND
FINANCIAL ADVICE ON MATTERS INVOLVING LEGAL AND FISCAL COMPLIANCE.