

GK 1World Foundation Member and Volunteer Code of Conduct

GK USA. GK 1World Foundation (GK USA) is a California nonprofit public benefit corporation. It is organized and operated solely for charitable purposes. Its purpose and mission are to address and help relieve the problems of poverty, under-education, poor health and public sanitation, malnourishment, improper or unrecorded land titles, and lack of housing. It is not organized for the self-gain of any member or volunteer.

Purpose of Code of Conduct. This Code of Conduct describes ethical principles and standards of behavior expected of staff, board members, officers and volunteers, ensuring responsible and trustworthy operations. It reflects the organization's values, promotes accountability, and builds public trust. Those who choose to be a member of or volunteer for GK USA are expected to act in good faith and exhibit proper behavior and conduct. Participation in the organization's programs as a member or volunteer is a privilege and is subject to the observance of this Code of Conduct that reflects the organization's principles and values.

Scope. This Code of Conduct of GK USA applies to its members and volunteers, including its directors, officers, and staff. It applies to all GK USA member/volunteer interactions with other members/volunteers of GK USA, as well as with the public, government agencies, private businesses, and recipients or potential recipients of funds, goods or services donated by GK USA.

Violations of Code of Conduct. Violations of this conduct policy include self-dealing, misuse of or failure to properly account for funds, sexual abuse or misconduct, harassment, discrimination or retaliation or espousing political views on behalf of or while performing services for GK USA. Violations can also occur via electronic communication, such as via e-mail, voicemail, blogs, or social media postings.

Volunteers and members when acting or engaging in activities on behalf of GK USA, should:

1. Use donations and other resources responsibly and effectively and be transparent about how they are used.
2. Ensure that all activities align with the organization's mission and goals.
3. Be conscious of the fact that what is said and done, directly or indirectly, as a member or volunteer of GK USA, has the potential to reflect upon GK USA, its reputation and its Mission.
4. Maintain ethical standards of conduct, be truthful and act with integrity.
5. Treat everyone (regardless of race, color, creed, cultural origin, gender, gender orientation, or status in life) with respect, worth, kindness, concern, courtesy, and fairness.
6. Follow general and specific GK USA policies, instructions and guidelines that apply to GK USA activities.
7. Observe and comply with all applicable federal, state and local laws and regulations.

Volunteers and members, when acting or engaging in activities on behalf of GK USA, must not:

1. Engage in verbal or physical abuse or harassment of another member, volunteer, participant or recipient of benefits funded or to be funded by GK USA donations.
2. Engage in sexual harassment or misconduct of any kind, including insults, threats, derogatory jokes about gender or gender orientation, sexual propositions, obscene gestures, unwanted advances, and unwanted touching.
3. Threaten or do actual violence toward any individual or group.
4. Engage in taking unfair advantage of any participant, member or recipient or potential recipient of GK USA's or its affiliate's charity, funds, benefits, goods or services.
5. Solicit GK USA members onsite or use the name of GK USA or work for GK USA as a basis for soliciting investments in, sales by, or revenue for any business or undertaking or otherwise create conflicts of interest.
6. Misuse or fail to properly account for GK USA funds and assets.
7. Possess or use illegal drugs or attend any GK USA program or conduct activities on behalf of GK USA while under the influence of drugs or excessive alcohol.

Any member or volunteer determined to have violated this Code of Conduct is subject to discipline, up to and including removal from their voluntary and membership position, exclusion from GK USA events and activities and/or reporting of misconduct to the appropriate authorities, as required by law.

If a member or volunteer believes that he or she has been or know of others that have been the subject of a violation of or misconduct covered by this Code of Conduct, he or she should report the violation or misconduct promptly to an officer or director of GK USA not involved in the misconduct. Confidentiality will be maintained to the extent consistent with GK USA's obligation to investigate and take appropriate corrective action as per the law and this Code of Conduct. See GK USA's Whistleblower Policy.

This Code of Conduct and GK USA's Whistleblower Policy are subject to review and updates by GK USA on an annual or other basis.

Approved by GK USA Board: July 10, 2025