



UKRAINE DEVELOPMENT TRUST POLICIES AND PRINCIPLES APPLICABLE TO DONOR FUNDS

1. All substantial donor funds will be spent, to the maximum extent possible, in Ukraine. Salaries and other emoluments will not be paid to NGO staff or others outside Ukraine, as the purpose of the Trust is in part to stimulate economic activity in Ukraine.
2. Trust documents contain a pledge to cap overheads at 15%.
3. Trustees and those working for the Trust for the most part are volunteers. Reasonable travel expenses to and from and within Ukraine, and living expenses in Ukraine, may be covered in certain circumstances, but the most important principle is modesty.
4. The Trust will only work with NGO's whose principal operations are inside Ukraine.
5. The beneficiaries of the Trust are to be Ukrainian people inside Ukraine.
6. Only NGO's exhibiting the highest moral and ethical standards will be engaged as Trust partners.
7. NGO staff who abuse volunteers or those they are supposed to be helping, or who break Ukrainian laws wantonly, will not be tolerated.
8. Ukrainian and foreign laws will be observed at all times. Rule of law will be promoted. Corruption and bribery will not be tolerated.
9. The Trust's principal emphasis is the relief of poverty and suffering, amongst both the civilian population and the military.
10. Constructive and cordial relations will be maintained with the military authorities at all times.
11. Racism and hatred will not be tolerated.
12. Equality will be promoted at all levels, including working to prevent gender, age and disability discrimination.
13. Funds will be managed in accordance with international legal, financial and accounting standards.

These policies and principles are not intended to create causes of action in law or serve as warranties or representations but rather exist as policies that the Trust intends to follow and are to be understood as statements of intention. For the legally binding obligations of the Trust and its associated structures, see the Terms and Conditions and other legally binding documents on the website of the Ukraine Development Trust, www.development-foundation.org.