

Code of Conduct

Stichting Kepera

Inappropriate behaviour and integrity

1. Purpose and scope

Stichting Kepera brings together music from diverse traditions through concerts and educational projects. We value a safe, respectful and ethical environment for everyone involved with the foundation. This code of conduct sets out how we treat one another and what behaviour we do not accept.

The code applies to the board, members of the Supervisory Board (Raad van Toezicht), employees, volunteers, participating musicians and anyone acting on behalf of or under instruction from the foundation.

2. Our principles

- We treat one another with respect, regardless of origin, gender, age, faith, sexual orientation, or musical or cultural background.
- We act honestly, transparently and in the interest of the foundation and its mission.
- We handle the foundation's resources, property and good name with care.
- We comply with applicable laws and regulations and with the foundation's articles of association.

3. Inappropriate behaviour

We do not tolerate any form of inappropriate behaviour. This includes, in any event:

- (sexual) harassment, unwanted physical contact or advances;
- discrimination, racism and exclusion;
- bullying, harassment, humiliation or aggressive behaviour, whether in person or online;
- abuse of power and pressuring others;
- threats or (physical) violence.

4. Integrity

- We avoid conflicts of interest and report any potential conflict to the board in advance.
- We do not accept gifts, favours or payments that could compromise our independence.
- We use the foundation's resources and information solely for their intended purpose.
- We treat personal data and sensitive information confidentially.

5. Reporting and point of contact

Anyone who experiences or witnesses inappropriate behaviour or a breach of integrity can raise it with the board or the Supervisory Board. Reports are handled confidentially and with care. Anyone who makes a report in good faith will not suffer any disadvantage as a result.

6. Consequences

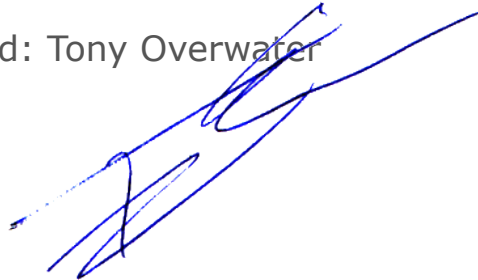
The board assesses reports and may, depending on the seriousness, take appropriate measures. These may range from a conversation to ending the collaboration. Where necessary, the foundation will involve external support or the competent authorities.

7. Adoption

This code of conduct was adopted by the board of Stichting Kepera and is reviewed periodically.

Date: 1st of May 2026

On behalf of the board: Tony Overwater

A handwritten signature in blue ink, appearing to be 'Tony Overwater', written over the printed name.

Stichting Kepera

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