

# INTERNATIONAL ALLIANCE FOR HUMAN RESOURCES PREPAREDNESS

• UKRAINE •

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## *Ethical Code of the NGO "International Alliance for HR Readiness" (IAHRR)*

### **Goal:**

The ethical code of the NGO "International Alliance for HR Readiness" (IAHRR) establishes high standards of conduct that reflect our mission—to prevent and minimize the loss of human capital through proactive preparation for crises and military challenges.

The code ensures transparency, inclusivity, innovation, accountability, and societal benefit, thereby strengthening the trust of our partners, donors, clients, and the public.

It serves as the foundation for developing an effective interaction system that unites the pursuit of sustainability and security.

### **Fundamental Principles**

1. **Transparency:** Openness in all aspects of operations, from finances to partnerships.
2. **Inclusivity:** Equal opportunities for all, regardless of gender, age, or status.
3. **Innovation:** The implementation of advanced solutions for the development of human resources.
4. **Responsibility:** Fulfillment of obligations to society and partners.
5. **Public benefit:** Reduction of psychogenic, economic, and sanitary losses.
6. **Collaboration:** The unification of efforts with governmental, non-governmental, and international institutions.

### **Code of Ethics**

#### **1. Transparency and Accountability**

- We publish quarterly reports on activities, financial expenditures, and achievements on the official IAHRR website, ensuring open access for all stakeholders.
- Grant funds and commercial revenues are utilized solely for their intended purposes, with an obligatory annual independent audit.
- Decisions regarding programs and partnerships are made collectively through the supervisory and coordinating councils, ensuring impartiality.
- Partners have access to the current IAHRR database and program evaluation results based on clear performance indicators.

#### **2. Inclusivity and non-discrimination**

- All programs are available to civilians, military personnel, and veterans, regardless of gender, ethnicity, or physical characteristics, with an emphasis on equality and fairness.
- We strive for gender balance by ensuring that women comprise at least 40% of participants in our programs and staff.
- Materials and training are adapted for individuals with disabilities, including online formats and accessible resources.
- Any form of discrimination or bias is strictly prohibited in activities, hiring, or collaboration.

#### **3. Responsibility to the public**

- Our activities are focused on reducing psychosocial, sanitary, and economic losses while supporting the resilience of human capital.
- We consistently collaborate with governmental institutions to ensure that our initiatives align with national priorities and societal needs.



- In the event of deficiencies, we acknowledge them, inform our partners, and promptly rectify the situation.
- The confidentiality of participants' data in the programs is safeguarded in accordance with international and Ukrainian data protection standards.

#### **4. Innovation and professionalism**

- We apply advanced Ukrainian and international expertise along with cutting-edge methodologies, developing programs based on scientific research and the standards of NATO, the EU, and FEMA.
- All initiatives are developed by certified experts, and their effectiveness is assessed using a KPI system, where 80% of participants confirm an increase in readiness.
- The IAHR staff regularly enhances their qualifications through training and the exchange of experiences with global partners.
- Our methodologies, platforms, and training programs adhere to high-quality standards, delivering practical value.

#### **5. Social benefit and sustainability**

- The IAHR programs contribute to the achievement of the United Nations Sustainable Development Goals, particularly in education, gender equality, and environmental protection.
- We support psychosocial rehabilitation, professional adaptation of veterans, and the training of civilians, thereby promoting social stability.
- Environmental responsibility is integral to our operations: we utilize digital formats, energy-efficient solutions, and eco-friendly transportation.
- Through the podcast "Time of Readiness" and information campaigns, we strengthen civic awareness and cultural identity.

#### **6. Collaboration and mutually beneficial partnership**

- We unite governmental, non-governmental, and international institutions for the collaborative implementation of programs, creating a synergy of efforts.
- Partners gain access to our unique methodologies, reputational bonuses, and the opportunity to tailor resources to their specific needs.
- Collaboration is based on transparent memoranda with clearly defined objectives, roles, and success metrics.
- The intellectual property of the partners and IAHR is safeguarded through confidentiality agreements.

#### **7. Management of Conflicts of Interest**

- All employees and partners report any potential financial, personal, or professional conflicts of interest prior to collaboration.
- We avoid partnerships with organizations that violate ethical standards, particularly those related to corruption or discrimination.
- Contracts with suppliers and partners are established through open tenders, ensuring fairness and transparency.

#### **8. Ethical behavior in business**

- We act proactively, anticipating challenges and responding to societal needs with utmost efficiency.
- All events—from conferences to training sessions—are conducted with respect for participants, ensuring their safety and comfort.
- We avoid political bias by focusing on humanitarian and social objectives that bolster community resilience.

# IAHR



## **Implementation**

### **1. Signature:**

- All employees, board members and partners sign the code before starting work.

### **2. Training:**

- Annual ethics training for staff and partners is conducted to strengthen the culture of responsibility.

### **3. Monitoring:**

- An ethics committee ensures compliance with the code and reviews complaints.
- An anonymous feedback channel is available to program participants via the IAHRR website.

### **4. Publicity:**

- The code is published on the IAHRR website in Ukrainian and English, open to all interested parties.
- An annual report on ethical activities is included in the organization's general report.

### **5. Sanctions:**

- Breaches of the code, such as discrimination or non-transparency,

This ethical code is mandatory for all individuals involved in the activities of IAHRR. We strive to exemplify responsibility, innovation, and care for human capital, thereby creating a reliable future for Ukraine and the world.

To implement the strategic development plan of the NGO "International Alliance for HR Readiness" (IAHRR) for the years 2025–2028, as previously outlined, it is essential to secure funding that integrates grant sources, commercial revenues, and alternative resources. Considering the plan's objective—to establish a multifaceted human capital readiness system, engage partners, and achieve 40% commercial revenue by 2028—I will propose a comprehensive financial plan, resource sources, and mechanisms for their acquisition. The plan addresses IAHRR's needs for transparency, scalability, and stability, as well as recommendations for financial management.

# IAHRR



## **Structure of IAHRP projects (programs)**

### **1.1. Structure of 7 readiness directions:**

Direction of readiness	Military	Veterans	Civilian	Universal	Programs	Promising projects
Psychosocial readiness	✓	✓	✓	✓	<ul style="list-style-type: none"> <li>• Psychosocial support for active military personnel and families</li> <li>• Comprehensive program for veterans</li> <li>• Violence prevention</li> </ul>	<ul style="list-style-type: none"> <li>• Countering manipulation</li> <li>• Refugee integration</li> </ul>
Technical readiness	✓	✓	✓	✓	<ul style="list-style-type: none"> <li>• Cybersecurity</li> <li>• "Photonics"</li> <li>• IT platform</li> </ul>	<ul style="list-style-type: none"> <li>• AI for forecasting</li> <li>• Drones, robotics</li> </ul>
Operational readiness	✓	✓	✓	✓	<ul style="list-style-type: none"> <li>• Civil Defense Academy (civilian)</li> <li>• Tactical Medicine Courses (all)</li> </ul>	<ul style="list-style-type: none"> <li>• Evacuation Coordination</li> <li>• Man-made Accidents</li> </ul>
Legal preparedness	✓	✓	✓	✓	<ul style="list-style-type: none"> <li>• "Combat Immunity"</li> <li>• Alert Groups</li> </ul>	<ul style="list-style-type: none"> <li>• International Law</li> <li>• Veterans Advocacy</li> </ul>
Information readiness	✓	✓	✓	✓	<ul style="list-style-type: none"> <li>• Podcasts "Ready Time"</li> <li>• Information materials</li> </ul>	<ul style="list-style-type: none"> <li>• Media Literacy Guides</li> <li>• Social Media</li> </ul>
Sectoral readiness			✓	✓	<ul style="list-style-type: none"> <li>• Banking: Training, Integration</li> <li>• Critical Infrastructure: Support, 6/4-day courses</li> <li>• Medical: Tactical Medicine</li> <li>• Educational: Education Tools</li> </ul>	<ul style="list-style-type: none"> <li>• Energy: Systems Protection</li> <li>• Logistics: Supply Chains</li> </ul>
State readiness	✓	✓	✓	✓	<ul style="list-style-type: none"> <li>• Expert Commission</li> <li>• BZVP Algorithm</li> </ul>	<ul style="list-style-type: none"> <li>• Cooperation with NATO, UNDP</li> <li>• Non-state sector reforms</li> </ul>





## Existing and prospective partners of IAHR

Direction of readiness	Програма	Existing partners	Sector of activity	Promising Ukrainian partners	Promising international partners	Sector of activity
Psychosocial readiness	Psychosocial support	Ukrainian State University of Science and Technology, Dragomanov Institute, Demography Institute, IC3, "Therapy of Win"	Education, demography, psychology	Veteran Hub, NGO "Psychological Support"	UNHCR, IOM, MSF	Humanitarian assistance, psychology
	Comprehensive program for veterans	IC3, Osprey Global Solutions/Osprey Relief, "Therapy of Victory"	Psychology, humanitarian assistance	Veteran Hub, Center for Veteran Rehabilitation	HIAS, GlobalGiving, U.S. Department of Veterans Affairs	Rehabilitation, veteran support
	Warning of Violence	Dragomanov University, Institute of Demography, ICC, "Therapy of Win"	Education, demography, psychology	Caritas Ukraine, La Strada Ukraine	UN Women, Oxfam	Gender equality
Technical readiness	Кибербезпека	XHYPE, LLC "YUEY DEFENSE"	IT, defense technologies, energy	Cyber Unit Technologies, ISSP Ukraine	NATO Cyber Defense, Check Point Software (Israel)	Cybersecurity
	Фотонік	XHYPE, Institute of Information Registration Problems of the National Academy of Sciences, LLC "UAY DEFENSE"	IT, technology	Institute of Scintillation Materials (ISMA)	TWISMA (Valencia, Spain), EU Horizon Europe	Innovations
	IT-платформа	ТОВ «ЮЕІ ДЕФЕНС», XHYPE LLC "LVN LIMITED"	IT, logistics	SoftServe, EPAM Ukraine	UK-Ukraine TechBridge, Microsoft (United States)	IT, logistics
Operational readiness	Academy of Civil Protection	Lviv State University of Life Safety, Ministry of Defense, Foreign Battalion "Azov," National Sambo Federation	Security, military training, sports	State Emergency Service of Ukraine, NGO "Patriot"	Red Cross, rescEU (EU)	Safety, humanitarian aid
	Courses in Tactical Medicine	Lviv State University of Life Safety, Foreign Battalion "Azov"	Security, military training	Ukrainian Red Cross, NGO "Medical Corps"	International Committee of the Red Cross (ICRC), Team Rubicon (United States)	Medicine, humanitarian assistance

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Legal preparedness	Combat immunity	Taras Shevchenko National University, Ministry of Defense	Education, military policy	GO "Legal Hundred," ZMINA	EU Advisory Mission, Office of the High Commissioner for Human Rights	Human rights
	Notification Groups	ICC, ITC, Ministry of Defense	Military policy	GO "Memorial"	OHCHR, ICRC	Humanitarian assistance
Information readiness	Podcasts "Readiness Hour"	LLC "MEDIA GROUP"	Media	Public Radio, NGO "Internews-Ukraine"	BBC Media Action, Internews	Media literacy
	Informational materials	F 18 studio, LLC "MEDIA GROUP"	Media	Ukrainian Media Institute	UNESCO, EU4U Fund	Media literacy
Sectoral readiness	Banking: Training, Integration	USPP, FRU Defense	Industry, defense	PrivatBank, Oschadbank	European Investment Bank (EIB)	Finances
	Critical infrastructure: Support, courses	Ukrenergo Ukrnafta	Energy	Kyivstar, DTEK	EIB, European Union Civil Protection Mechanism	Infrastructure
	Medical: Tactical Medicine Courses	Lviv State University of Life Safety	Security	Ukrainian Red Cross	International Committee of the Red Cross (ICRC), HIAS	Medicine
	Medical: Rehabilitation	Osprey Global Solutions/Osprey Relief	Rubber help	Superhuman's Center, League of the Strong	International Committee of the Red Cross (ICRC), GlobalGiving	Rehabilitation
	Educational: Educational Tools	Ukrainian State University of Arts named after Dragomanov, Taras Shevchenko National University of Kyiv, International European University	Education	Ministry of Education and Science of Ukraine	UNESCO, Erasmus+	Education
State readiness	Military, veterans, civilians, universal	Expert Council for the Ministry of Defense	Міноборони	Ministry of Defense, State Emergency Service	NATO, UN Development Programme	Military policy
	Military, veterans, civilians, universal	Algorithm of BZVP	Ministry of Defense, Lviv State University of Life Safety	State Emergency Service	EU Advisory Mission	Military training



## Areas of readiness

Direction of readiness	Audience	Programs	Adapted programs	Promising projects
Psychosocial readiness	Military, veterans, civilians, universal	Psychosocial support for active military personnel and their families	Bilingual training on readiness for military threats (Ukr/Eng)	Counteraction to Manipulations
	Veterans, civilians, universal	Comprehensive program for veterans	Psychophysical rehabilitation + veterinary career, Ukr/Eng	Integration of refugees
	Veterans, civilians, universal	Prevention of Domestic Violence in Military Families	Educational campaigns on gender equality, Ukrainian/English webinars	Gender equality for civilians
Technical readiness	Military, veterans, civilians, universal	Cybersecurity		AI for Threat Analysis, Bilingual Cybersecurity Courses
	Veterans, civilians, universal	Photonics	Innovative sensors, English-language training sessions	Drones, robotics
	Veterans, universal	IT platform for experience exchange		Data Analytics
Operational readiness	Military, veterans, civilians, universal	Academy of Civil Protection	BZVP for civilians and reserves, Ukrainian/English training	Specialized combat training
	Military, veterans, civilians, universal	Courses in Tactical Medicine	Tactical medicine, Ukrainian/English instructions	Coordination of mass crises
Legal preparedness	Military, universal	Combat immunity	Legal support for military personnel, Ukrainian/English guides	International law
	Military, veterans, civilians, universal	Groups for Notification of Casualties	Notification protocols, Ukr/Eng	Advocacy for Veterans
Information readiness	Military, veterans, civilians, universal	Podcasts "Readiness Hour"	Podcasts in Ukrainian/English on resilience	Media literacy guides
	Military, veterans, civilians, universal	Informational materials	Bilingual brochures (Ukrainian/English)	Social media campaigns
Sectoral readiness	Civil, universal	Banking: Training, Integration	Economic resilience, Ukrainian/English courses	Financial Cybersecurity
	Civil, universal	Critical infrastructure: Support, 6/4-day courses	Protection of infrastructure, Ukrainian/English training sessions	Protection of cyber-physical systems

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	Military, veterans, civilians, universal	Medical: Tactical Medicine Training Programs	Tactical Medicine, Ukrainian/English	Rehabilitation of healthcare professionals
	Military, veterans, civilians, universal	Medical: Rehabilitation	Veterans Rehabilitation, Ukrainian and English Programs	Prosthetics, physical therapy
	Civilian, universal	Educational: Learning Instruments	Digital platforms, Ukrainian/English	Digital learning
State of readiness	Military, veterans, civilians, universal	Specialized service for the Ministry of Defense	Standards of BZVP, Ukrainian and English consultations	Global collaboration
	Military, veterans, civilians, universal	BZVP algorithm	Protocols of the BZVP, Ukrainian/English	Reforms in the non-state sector

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