

CODE OF ETHICS OF MÁS MADRID

English translation — unofficial working translation prepared for the European Green Party membership application. In case of discrepancy, the Spanish original prevails.

0. Purpose and scope

- The purpose of this ethical document is to establish the standards of conduct that guarantee the democratisation of political mechanisms within Más Madrid, bringing them closer to citizens, offering effective mechanisms for participation and decision-making, and ensuring full transparency in financing and accountability for public money.
- All elected public office holders; officials appointed on the proposal of elected office holders; temporary staff hired on the party's proposal; members and staff appointed to autonomous bodies, public business entities, agencies, consortia or public corporations, as well as any other entity that may be established with public participation; party leaders (executives, leadership bodies, co-spokespersons, etc.); and the members, registered participants and collaborators of Más Madrid undertake to comply with the commitments set out in this document. Its aim is to provide us with mechanisms to bring politics closer to citizens, to end privileges, and to facilitate political participation with maximum transparency within our space. Accordingly, acceptance of this Code of Ethics is required in order to stand as a candidate on any electoral list, whether external or internal, and in order to be employed by the party.

1. Ethical principles

- We declare our firm commitment to respecting and applying the Universal Declaration of Human Rights.
- We will work for a political culture within our organisation that resembles the society we want for Madrid: plural, inclusive, diverse, welcoming, free and democratic.
- Our political work as participants in Más Madrid will, in its daily practice, respect the three guiding principles that we also identify as the main drivers of social progress: feminism, ecological transition and social justice.
- We are committed to fostering an honest and peaceful culture of debate that encourages dialogue, respect and the search for consensus.

- We are committed to honest and transparent management and to compliance with all obligations established by law or adopted by the party's bodies. Particular attention will be paid to any use of the party, its name or its resources for personal purposes.
- We are likewise committed to managing conflicts in a way that respects people — whatever their opinions — and is based on care, building an organisation in which the legitimate expression of dissent is a tool for finding solutions.
- We also maintain our commitment to seeking and using truthful information and to rejecting all kinds of hoaxes, fake news and falsehoods, which do so much damage to the credibility of political activity.

2. Pursuing equality

We are committed to advancing towards real and effective equality for all members of society, whatever their origin, circumstances or identity. To this end, we establish the following standards of conduct:

- The organisational culture of Más Madrid and the conduct of those who take part in it must show particular concern for the most vulnerable groups. To this end, we will maintain continuous and close contact with these groups and will pay particular attention to the reports of those who work with them, both in public administration and in social organisations.
- We will advance within the party as we believe society should advance, towards effective equality between women, men and LGTBI+ people, and we will fight for it both within our organisation and in society.
- We will promote the respect, representation and participation of all gender identities within our organisation.
- We will promote the participation of women in politics, inside and outside the party, putting in place the mechanisms needed to support it.
- Electoral lists must alternate by gender ("zipper" lists), with gender correction in favour of women.
- We will seek gender parity — unless the arrangement favours women — at every event held by our organisation, and will request it at any event to which a public or party office holder, or a member representing Más Madrid, is invited.
- We will actively oppose any sexist, racist, ableist or xenophobic behaviour, any exclusion on the grounds of gender identity or sexual orientation, and any other form of discrimination; and we will open the relevant disciplinary proceedings if such behaviour occurs within the organisation.

- We will listen actively to the feminist and LGTBI+ movements so as always to keep their demands in mind.

3. Democratising politics

We will work every day to consolidate a political and organisational culture of participation and listening, working from the bottom up and creating friendly and accessible spaces:

- We will guarantee and promote citizen participation in politics, both inside and outside our organisation. Within Más Madrid, we will guarantee that such participation is free and accessible, and that members' rights to take part in internal processes and debates are respected at all times and at all levels.
- We will respect and defend Más Madrid's electoral programme, its Statutes and the regulations deriving from them, and the decisions taken by its representative bodies. Any public or party office holder or member of staff who flagrantly and unjustifiably breaches these documents will be subject to the relevant mechanisms for guaranteeing and evaluating their performance, with the possibility of dismissal or removal from office or post. The programme and the decisions of the various bodies may be debated and challenged with respect for the plurality of opinions; such dissent will have its place within the various bodies and channels of internal expression, and its exercise may not give rise to reprisals of any kind.

4. Financing and transparency

- The income, assets and returns on assets of representatives in public institutions will be made public, together with the information needed to identify potential conflicts of interest and to carry out citizen audits. This commitment extends to the two years following departure from public office.
- Everyone shall comply with the Más Madrid Financial Charter; failure to do so will result in the sanctions provided for in the Statutes and, in any case, disqualification from standing in primaries until all outstanding payments have been made.
- Any allowances received for travel, subsistence, accommodation or attendance in connection with any of the positions referred to must be notified to the executive body of Más Madrid in the corresponding sphere.
- The diaries of all public office holders and members of the Coordinating Team will be made public, including who they meet and the subjects discussed.
- The party undertakes to be transparent in its management by publishing all data relating to its budgets, annual accounts and the audits of the Court of Audit (*Tribunal de Cuentas*) or equivalent body. This obligation applies both to the party and to the electoral lists and coalitions in which Más Madrid holds a majority.

- In their financial management, Más Madrid and the organisations in which it takes part will not use banking finance products from profit-making institutions. Bank financing of this kind is therefore expressly excluded. In cases that the Coordinating Team considers exceptional, it may submit the specific use of such a product to a binding consultation, in which it must explain the exceptional nature of the measure.
- Más Madrid will not obtain or use funding from sources that are not transparent or that are contrary to the party's objectives. The party's sources of financing will be those established in Spanish legislation on political parties. Where a donor contributes €500 or more, information will be gathered on their professional activity and the origin of the funds, to verify that those funds are not inconsistent with Más Madrid's ethical principles. This provision applies to the entire Más Madrid perimeter, including electoral lists, linked associations and foundations, and institutional political groups.

5. Gifts and privileges

A commitment to political renewal is not merely a declaration of intent; it requires us to adopt the mechanisms needed to end the privileges that have driven citizens away from politics, and to apply them firmly so that citizens return. We therefore establish the following commitments:

- Public and party office holders will refuse any gift or privilege worth more than €100 that may indicate favourable treatment arising from their political activity or position. They will also refuse an accumulation of gifts from the same person, company or entity exceeding €200 over a one-year period. Refused gifts will be returned or, if this is not possible, donated to non-profit social organisations. Failure to comply with this provision may result in very serious sanctions under Más Madrid's disciplinary procedure.
- Public office holders and party leaders of Más Madrid will abstain from decisions involving a third party with whom they have a direct or indirect personal relationship, where the decision may benefit either party. Failure to comply with this provision may result in very serious sanctions under Más Madrid's disciplinary procedure.
- Public office holders of Más Madrid undertake not to take up, for a minimum period of one year, positions of responsibility in companies created, regulated and/or supervised by the public institution they are leaving. Where the office holder came from that professional sector before taking office, they may ask the Statutes and Code of Ethics Committee to reduce or waive this period. Under no circumstances will they sit on the boards of directors of such companies.
- Public and party office holders and staff will make fair use of the information and knowledge available to them through the exercise of their political duties or responsibilities.

- Public and party office holders and staff will report to the courts any illegality they become aware of in the course of their political duties.

6. Conduct in relation to judicial proceedings

- Public and party office holders will make responsible and fair use of the public or party budget available for the exercise of their functions, always following the principle of responsibility and opting for the most economical options, which may be complemented by social, labour or environmental clauses.
- Before taking office or submitting their candidacy, public office holders, party leaders and candidates of Más Madrid undertake to make a public declaration that they have not committed offences of violence against women, paedophilia or child abuse, hate crimes against vulnerable groups, offences against the rights of foreign nationals, offences against natural resources and the environment, offences relating to land-use and urban planning, or offences related to corruption (under the terms of Organic Law 6/2002), and that they have no conviction in any jurisdiction for non-payment of child maintenance.
- In the event of a final conviction for any of the offences listed above, or a conviction in any jurisdiction for non-payment of child maintenance, public office holders and party leaders of Más Madrid must immediately resign from their post; they will be suspended from membership and disciplinary proceedings will be opened for a very serious offence, which may lead to expulsion from the party. Public office holders who do not resign from their public office will be expelled from any political group of which Más Madrid forms part. Failure to comply with this provision will lead to disciplinary proceedings against the members of the body concerned.
- The Coordinating Team will order the automatic precautionary suspension of the membership of members involved in criminal proceedings in respect of whom an order opening oral trial has been issued for an offence related to corruption, violence against women or hate crimes against vulnerable groups; and the sanction of expulsion from Más Madrid will be imposed automatically on those convicted of any such offence.
- Public and party office holders will comply with the limits on positions and terms of office set out in the Statutes of Más Madrid.

7. Work–life balance

- The reconciliation of family and personal life with political life will be facilitated at all times, with mechanisms to guarantee it in cases of maternity or paternity, adoption, pregnancy, illness of a family member, or caring for minors or dependants.

8. Whistleblowing channel

A whistleblowing channel will be established, accessible by email at:
comitecodigoetico@masmadrid.org

Any participant in Más Madrid, and any third party who observes conduct contrary to the Más Madrid Code of Ethics, may submit a report through this channel.

Through this channel, the various means of investigating reports will be activated; the aim of the responsible body is to determine the credibility of each report and the appropriate route for resolving it. To this end, it must forward the information to:

- the person responsible for human resources, in the case of party employees;
- the relevant bodies, in the case of disciplinary proceedings;
- the authorities, where there is a duty to report;
- in all other cases, the body will issue a report to the Coordinating Team setting out its conclusions.

Reports may not be anonymous, but the information provided will be kept confidential among the members of the body.

No person reporting in good faith may suffer any harm as a result; anyone who causes or incites such harm will be committing a very serious offence, which may lead to disciplinary proceedings resulting in expulsion from the party.

General provision

The Code of Ethics forms part of the body of rules of Más Madrid. It ranks below the Statutes in the hierarchy of norms but has the same standing as regards breaches, which may give rise to disciplinary proceedings. Complementary rules may be adopted to supplement it, together with mechanisms to ensure its proper implementation and, where necessary, to amend it.