



Ethical Code

PODEMOS



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Being a member of Podemos implies an ethical commitment to the basic values of the organization to which everyone who wishes to participate should subscribe.

Podemos was started as a tool for citizens' participation and social unity. We aspire to reclaiming politics for the service of ordinary people. Podemos is a method - democracy. We promote direct democratic participation for everybody in all spheres of political decision-making, as well as in the execution of public policies.

As a person who forms part of Podemos I promise:

I. To defend the application of the **Universal Declaration of Human Rights** in social, political and institutional spheres of our society, working towards a peaceful resolution of conflicts and against all kinds of violence.

II. To promote **direct and equal participation** of all citizens in decision-making processes and in the execution of public policies.

III. To work towards the **recovery of the democratic sovereignty** of the people.

IV. To promote equality both in society and within Podemos, fighting against all kinds of racism, xenophobia, male chauvinisms or exclusion on the grounds of gender identity or sexual orientation; moreover, to promote the political participation of women within Podemos and to be committed to the need to provide nursery care at events and assemblies at every level of the organization.

V. To ensure that participation in Podemos is always free, voluntary and open to everyone who, without reference to their civil or social status, shares in the defence of the Declaration of Human Rights and in democratic methods of direct citizens' participation.

VI. To debate all opinions honestly and to respect everyone, irrespective of their points of view, encouraging dialogue and the search for consensus.

VII. To demand, and respect, that the election of candidates for any institution of political representation (municipal, provincial, regional, national, commons or senate, European or any other) should take place via **primary elections open** to all citizens, with open lists, only subject to alteration for reasons of gender distribution. To reject mid-term party defection and ensure that no public officer may become part of Podemos if the person concerned was not previously elected to perform such a role via a process of primaries open to the participation of all citizens.

VIII. To demand, and respect, that any pact before or after elections with any other political formation be submitted to democratic approval via open consultation with all citizens at each and every territorial level of representation.

IX. To demand, and respect, that all elected officials be considered solely as representatives, obliged to link all their decisions to an open and democratic method of participation throughout the period of their mandate.

X. To prevent Podemos, in its economic management, from participating in financial products from institutions based on profit. In this sense, therefore, **financing by banks is expressly excluded.**

XI. To construct Podemos as a platform which **guarantees that politics ceases to be at the service of private interests,** to which **end all elected officers and internal officers of Podemos accept:**

a) Salary limits established in general at each level of representation, assuming complete transparency regarding income of any nature and the obligation to give public account and to conduct transparent management of their assets.

b) The limitation which is established in general of the number of public roles which a single individual can undertake and to receive a single salary for these, unless the total sum is less than three minimum wages.

c) The renouncement of any legal or material privilege derived directly from the condition of representative and from the position of responsibility in public office, avoiding the acceptance of any kind of special judicial protection.

d) El compromiso de transparencia y la rendición de cuentas a lo largo y al final de su actividad como representante.

e) The commitment to refrain from decisions and to abstain from taking on elected positions with the aim of furthering personal economic or political interests, alien to those which correspond to the elected office in question. The Incompatibility Rules which will be prepared by the Citizen's Council will have as an objective the guarantee on this point, not only in ethical terms but also as a general standard, and in any case will include the restriction of the right to present oneself for election for internal organic posts to members or affiliates of political organizations at state level.

f) The impossibility, after holding public office, of entering a private company whose activity may have had some interest connected with his or her functions as representative, with the express prohibition for 10 years of taking on executive roles in companies connected to his or her responsibilities, and never as a member of the executive board of companies which act in strategic sectors or which have national economic importance, as well as not receiving any tax benefit which could be derived from his or her role as a public officer.

g) The commitment to renounce public office, internal to the party or to any candidacy to public office, in the case of being, charged, processed or condemned for offences or crimes which will be determined in the Rules to be published by the Commission of Rights and Guarantees, and which in any case will always include the crimes of corruption, financial wrong-doing, sexual harassment, gender violence, pedophilia and child abuse, against the rights of workers or ecological or urban rights.

h) The avoidance of public contracts with companies in which members of Podemos or their family members have some kind of economic interest.

i) Limitation of legislative length, in both public and internal party office to 8 years, which could be lengthened in exceptional circumstances to a maximum of 12 years.

j) To promote secularism, working towards a democratic system based on freedom of conscience, without supporting any particular belief or religion.

XII. In addition, all people with **designated roles within Podemos** in any **public administrative** organization or any other of its **instrumental entities** must agree:

a) to conduct themselves with loyalty towards ordinary citizens, fulfilling with simplicity, moral rectitude and transparency the roles for which they have been appointed, always ensuring the correct use of public funds and the administration of public resources based on principles of efficiency, equality and effectiveness.

- b)** Not to have any legal or material privilege derived directly from their condition as representative, ensuring, from the position of responsibility of public office, the avoidance of the acceptance of any kind of special judicial protection.
- c)** To accept the wage limit which is established in general for each level of responsibility, which in no case should be more than the highest wage established for comparable functions or work, in accordance with the qualifications required to enter public administration (A1, A2, B, C1 and C2), except when related to unemployment payments.
- d)** To renounce within public companies and administrations any salary which is more than that stated in collective written agreements or which is more than the established wages of other comparable employees. There will not be privileges of any sort, only rights which are derived from Collective Agreements which will be applied in full.
- e)** Not to earn any wages or receive remuneration, of any kind, for belonging to the board of directors of any public entity or organism, which is connected to the exercise of their public functions.
- f)** To renounce any kind of pension plan or fund which the public administration may have contracted apart from that which public employees receive by right. There will not be any rights regarding retirement charged to public funds other than those established by the Social Security department or Pensions department for state employees, or those that are contracted by the public administration for their public employees.
- g)** Not to use public funds for superfluous spending, to moderate transport and accommodation costs, adjusting them to expense allowances established for working personnel. In the case of requiring payment for travel, accommodation or board, these cannot exceed the established norms for public officers or other public employees, nor, in the case of public companies or other affiliated organizations, the amounts which are paid to personnel by Collective Written Agreement. Expense allowances for senior positions will be renounced.
- h)** Not to receive any remuneration or severance pay of any kind once the appointment to office has ceased. People who previously held public posts will be returned to the last position that they held or another position of equivalent salary, skill, field of activity and location, and should take up the position within the agreed time according to normal working regulations. Those who were not public employees will be entitled to their corresponding unemployment benefit.
- i)** Those who are in senior positions will renounce the assignation of permanent official vehicles except when they are specifically recommended by state security forces for reasons of personal protection. In any other case, the use of official vehicles can only be used when it is essential for public service, according to the manner and conditions for other personnel and in no case will be used to travel to one's own home or used for any other purpose which is not strictly related to the exercise of public functions. Whenever possible an example should be set by using collective means of transport or other forms of transport which respect the environment.
- j)** Not to receive any kind of help or payment towards rental costs when the normal place of residence - either rented or owned - is in the area or vicinity of the place where their public functions are exercised. When the normal place of residence is not in the same area as the place of work, the required amount will have to be justified to grant a suitable and adequate place of residence for the needs of the family.
- k)** To respect the duty of abstention provided for by current legislation.
- l)** Public officers appointed by Podemos are committed to the democratization of the exercise of their functions and to give humane and respectful treatment of members of the public, especially those who have fewer economic, social and cultural resources and to listen to everyone who request attention without delegating the task to personnel lower down in the working scale.
- m)** Those people who hold public office will aim to encourage the participation of personnel in the carrying out of their task, the empowerment and the improvement of the

public organization under their responsibility, encouraging the assumption of responsibility and giving public recognition to personnel under their responsibility for good work. They are committed to evaluating objectively the work of personnel in their charge, to combat any kind of discrimination and to deal with harassment in the workplace.

They will promote the improvement of the working environment, the prevention of work-related risks within their sphere of influence, the improvement of working conditions and respect for the environment. They will promote a culture of improvement of public management orientated towards ordinary citizens. They will establish the mission of the organization in their charge in accordance with plans and programmes previously laid down and will promote ethical and democratic values to achieve these ends, dealing firmly with any sign or indication of fraud or corruption. They will submit themselves periodically to management and leadership evaluations.

n) To create and facilitate within the areas of work that are under their control a climate and culture of administrative transparency, accountability and open doors to members of the public, rejecting authoritarian and non-democratic types of behaviour.

{ I freely agree to these commitments, understanding each one of the points written here and taking on their defence as the best guarantee for the building of a fairer society in which all people may be freer. }