EUROPEAN MASONIC CONFEDERATION
OF GREAT RI-BUILDERS OSIRIS – HIRAM ABIF

INTERNATIONAL CODE OF ETHICS

Ordo ab Chao – Lux ex Tenebris

DATE OF APPROVAL: 12 OCTOBER 2025

This Code of Ethics defines the principles of institutional and Masonic conduct applicable to the Confederation's bodies, representatives and members. It does not establish an independent legal entity, alter the internal orders of the member Obediences, or replace civil law or the internal disciplinary rules of each Obedience.

TITLE I – PRINCIPLES AND SCOPE

Article 1 – Purpose of the Code

1. This Code translates into rules of conduct the principles of brotherhood, human dignity, freedom of conscience, tolerance, loyalty, solidarity, autonomy and responsibility established by the International Statute.
2. The Code aims to preserve mutual trust, the Confederation's institutional reputation and the quality of relations among its member bodies.
3. Its provisions shall be applied with balance, impartiality, proportionality and respect for every person's dignity.

Article 2 – Persons bound by the Code

1. The Code applies to Confederation bodies, office-holders, commission members, Ambassadors, delegates and anyone expressly acting in the name of or on behalf of the Confederation.
2. Members shall respect its principles in Confederation activities and relations, without prejudice to the full autonomy of their respective internal orders.
3. Membership does not grant the Confederation general disciplinary powers over Obediences, their Lodges or their members beyond competences expressly accepted.

Article 3 – Relationship with the Statute and Regulations

1. This Code supplements the International Statute and the Internal Regulations and shall be interpreted consistently with them.
2. In the event of conflict, the Statute shall prevail, followed by the Regulations and then this Code, each within its own function.
3. This Code does not create a Confederation legal entity, independent assets or powers of legal representation of the Obediences' entities.

TITLE II – DUTIES OF CONDUCT

Article 4 – Dignity, respect and brotherhood

1. Every person shall be treated with respect, fairness and dignity, regardless of origin, nationality, language, position, degree or function.
2. Threats, intimidation, deliberate humiliation, harassment, retaliation, malicious dissemination of information and conduct intended to degrade or isolate a person are incompatible with this Code.
3. Dissent is legitimate and shall be expressed civilly, without personal attacks or unverified allegations.

Article 5 – Institutional loyalty

1. Anyone holding a Confederation office shall act loyally towards the Statute, lawfully adopted resolutions and the Confederation's common interests.
2. No one may present personal opinions as official decisions or attribute positions to the Confederation that have never been adopted.
3. Criticism shall be expressed respectfully and, where possible, through internal channels for discussion.

Article 6 – Autonomy and non-interference

1. Every representative must respect each Obedience's ritual, initiatory, doctrinal, administrative, disciplinary and organisational autonomy.
2. No member may use the Confederation to impose internal decisions, improperly interfere in another Obedience's appointments or claim powers not provided for by the Statute.
3. Treaties of friendship and cooperation shall not be presented as a merger, subordination or automatic recognition of rights or prerogatives not agreed upon.

Article 7 – Truthfulness and accuracy of communications

1. Institutional communications must be accurate, verifiable and not misleading.
2. It is prohibited to falsify or alter appointments, patents, diplomas, minutes, treaties, credentials, seals or Confederation documents.
3. Material errors shall be corrected promptly and, where necessary, communicated to the recipients of the original communication.
4. No statement may portray the Confederation as a State authority, diplomatic entity or independent legal entity.

Article 8 – Confidentiality and information

1. Confidential information received by virtue of an office shall be used solely for legitimate and relevant purposes.
2. Documents, personal data, confidential resolutions or communications may not be disclosed without authorisation, except where required by law or necessary to protect a right under applicable procedures.
3. Confidentiality may not be invoked to conceal unlawful conduct, intimidation, abuse or violations that should be referred to the competent bodies.
4. The duty of confidentiality continues after the office ends.

Article 9 – Conflicts of interest and impartiality

1. Office-holders shall act in furtherance of the Confederation's purposes and shall not use their role for improper personal gain or to unduly favour family members, associates or connected bodies.
2. Any direct or indirect personal interest that may influence a decision must be disclosed promptly.
3. The person concerned shall abstain from the decision in accordance with the Internal Regulations.
4. Improper pressure to obtain appointments, recognition, offices or decisions is prohibited.

Article 10 – Use of offices, symbols and documents

1. Confederation offices shall be exercised solely within the mandate received.
2. The name, logo, seal, letterhead, website, addresses and official channels shall be used only for authorised Confederation purposes.
3. No representative may sign contracts, incur debts, collect funds or issue recognitions in the Confederation's name without authorisation consistent with the Statute and Regulations.
4. Upon leaving office, documents and property received for the role shall be returned or transferred in accordance with internal procedures.

TITLE III – REPRESENTATION AND INTERNATIONAL RELATIONS

Article 11 – Conduct of Ambassadors and delegates

1. Ambassadors and delegates shall act with balance, respect for local customs, propriety and awareness of the limits of their mandate.
2. They must clearly distinguish personal opinions from officially adopted positions.
3. They shall report relevant activities to the Council, avoid unauthorised promises and shall not present themselves as diplomats accredited by a State.
4. They must promptly disclose any circumstance that may compromise their impartiality, credibility or performance of the mandate.

Article 12 – Treaties, friendship and recognition

1. Treaties of friendship and protocols shall be handled seriously and transparently, with respect for the sovereignty of the parties.
2. Agreements may not be promised or announced before approval and authorisation to sign.
3. Recognition may be declared only when adopted or authorised by the competent bodies and within the expressly approved limits.
4. No document may be used to imply obligations or privileges not provided for in its text.

TITLE IV – TRANSPARENCY, EXPENSES AND RESPONSIBILITY

Article 13 – Proper handling of common expenses

1. Common initiatives must be based on prior, clear and voluntary agreements among the participating Obediences.
2. Expenses must be proportionate, documented and related to the agreed purposes.
3. Personal funds or funds belonging to an Obedience may not be presented as Confederation assets.
4. Anyone advancing or bearing an expense shall do so under a written agreement and retain supporting documentation according to the rules applicable to the relevant party.
5. No Confederation office-holder may collect or commit money in the name of an autonomous Confederation entity, as no such entity is established.

Article 14 – Gifts, benefits and advantages

1. Benefits intended improperly to influence a decision or appointment may not be requested or accepted.
2. Symbolic or courtesy gifts may be accepted if reasonable, transparent and non-conditional; in case of doubt, the matter shall be reported to the Council.
3. Confidential information or a Confederation role must not be used to obtain improper personal or commercial advantages.

Article 15 – Transparency of decisions

1. Resolutions must be adopted by the competent body, under verifiable procedures and without improper pressure.
2. Minutes must faithfully reflect decisions and voting results.
3. Reasons for individual or disciplinary decisions shall be stated respectfully and with sufficient clarity, while protecting confidential information.

TITLE V – PROTECTION, REPORTS AND PROCEDURES

Article 16 – Duty to report

1. Anyone who becomes aware of a possible material breach of this Code may report it to the Secretariat or the High Confederation Ethics Court in accordance with the Regulations.
2. Reports must be made in good faith and should contain specific facts and verifiable information insofar as possible.
3. Reports known to be false or submitted solely to harm a person or member are prohibited.

Article 17 – Protection against retaliation

1. No one may suffer retaliation for making a good-faith report or participating in a procedure.
2. Retaliation, threats and pressure intended to prevent a report may constitute separate breaches of this Code.
3. Such protection does not prevent separate assessment of any misconduct established through appropriate procedures and safeguards.

Article 18 – Fact-finding and right of defence

1. Reports shall be assessed by the body competent under the Statute and Internal Regulations.
2. The person concerned must be informed of the alleged facts and given a genuine opportunity to submit observations and documents.
3. Anyone with a conflict of interest shall not participate in the inquiry or decision.
4. No measure may be based solely on unverified rumours; decisions must be reasoned and proportionate.

Article 19 – Measures arising from a breach

1. Depending on seriousness and circumstances, measures may include a formal reminder, recommendation, request for correction, revocation of a delegation, or a proposal for suspension or exclusion, solely through the bodies and procedures provided for by the Statute and Regulations.
2. This Code does not create autonomous sanctions that conflict with the Statute and does not grant the High Court powers beyond those established by the Statute.
3. Measures shall take into account seriousness, repetition, consequences, cooperation, reparation of harm and risk of recurrence.

Article 20 – Conciliation and remedy

1. Where appropriate, a process of conciliation, clarification or correction may be proposed.
2. Conciliation requires the voluntary participation of the parties and may not be imposed where it would compromise safety, freedom of choice or the right of defence.
3. Any agreement shall be documented in writing and shall not affect legal obligations.

TITLE VI – FINAL PROVISIONS

Article 21 – Training and circulation of the Code

1. After approval, the Code shall be circulated to the Confederation’s bodies, representatives and members.
2. Anyone accepting a Confederation office shall declare that they have read the Code and undertake to comply with it in performing their mandate.
3. The Secretariat shall retain the approved version and communicate any updates.

Article 22 – Review of the Code

1. Proposals to amend the Code may be submitted by the Council or by at least one third of the effective members entitled to vote.
2. Amendments shall be approved by the Assembly under the rules applicable to regulations, provided they do not conflict with the Statute.
3. The Code shall be reviewed when significant institutional needs arise or when the Statute or Regulations are amended.

Article 23 – Entry into force and coordination

1. This Code of Ethics bears the approval date of 12 October 2025, the same date as the Confederation Charter. Its internal effectiveness shall take effect in accordance with the relevant Confederation resolution and acts.
2. It shall be applied consistently with the International Statute, the Internal Regulations and the Confederation Charter approved on 12 October 2025.
3. In the event of conflict, the Statute shall prevail, followed by the Internal Regulations and finally this Code, each within its respective function.
4. This Code governs conduct within the Confederation and does not replace applicable law or the internal regulations of the Obediences.