

Principles of Governance

In addition to the Statutes of the organisation as well as our vision, MitOst e.V. is guided in all its actions by the following governance principles. All employees and members of MitOst bodies must comply with these principles, while for all MitOst members they serve as an orientation.

1. We refer to our **mission** and focus on **high quality** and **sustainability** in all our actions as an association.
2. We choose our partner organizations and sponsors because of their orientation towards shared **values**.
3. We **share** our experiences and our knowledge with others.
4. We work at **eye level** with all associates.
5. We create both internal and external interfaces and **opportunities for participation**.
6. We are committed to a continuous qualitative improvement of **participation possibilities**.
7. We **cooperate** instead of competing.
8. We remain **open to dialogue** and provide opportunities for joint discourse.
9. We see ourselves as a **learning organization** and as an **experimental space**.
10. We operate as **transparently** as possible and as confidentially as is necessary.
11. We take both ideas and individuals seriously; we foster a culture of **recognition** of others, and we deal with each person and his or her needs individually.
12. We guarantee the right of access to responsible persons representing the association. Responsible persons are accountable.
13. We strive towards diverse and independent financial bases in order to assure the sustainability of what we do as an association.
14. We always explain our actions, if at any point we do not manage to follow our principles.