



Statute of the Code Your Path Foundation

CHAPTER 1:

GENERAL PROVISIONS

§1

1. The foundation under the name Code Your Path Foundation (hereinafter referred to as: the Foundation), established by notarial deed drawn up before Artur Rosiński, deputy of Małgorzata Nowosielska, notary running a notary's office in Warsaw, at Poznańska Street No. 23 apt. 2 (Rep. A 7592/2023), operates on the basis of the provisions of the Act of April 6, 1984 on foundations (hereinafter referred to as: the Act) and this Statute.
2. The Foundation is apolitical and not associated with any religion.

§2

1. The seat of the Foundation is the Capital City of Warsaw.
2. The duration of the Foundation is indefinite.
3. The area of operation of the Foundation is the territory of the Republic of Poland, however, to the extent necessary for the proper realization of its goals, it may also conduct activities outside the borders of the Republic of Poland.
4. The Foundation may create branches, affiliates and representative offices in the country and abroad, as well as join organizations and foundations in the country and abroad.

§3

1. The Foundation has legal personality upon entry into the appropriate register.
2. Supervision over the Foundation is exercised by the minister responsible for education and the President of the Capital City of Warsaw.

§4

1. The Foundation may use stamps with the name and address of the Foundation.
2. The Foundation may use a translation of its name.
3. The Foundation may use a distinctive graphic sign and symbol.
4. The Foundation may establish certificates, badges and award them along with other prizes and distinctions to natural and legal persons who have rendered services to the foundation, contributing to the realization of the foundation's goals.
5. The Foundation conducts socially beneficial activities in the sphere of public tasks specified in the Act on Public Benefit and Volunteer Work of April 24, 2003 for the benefit of the general community.



6. The statutory activities of the Foundation may be conducted as unpaid or paid activities, within the meaning of the provisions of the Act on Foundations of April 6, 1984 and the Act on Public Benefit and Volunteer Work of April 24, 2003. Income from paid public benefit activities is used solely for the realization of the Foundation's statutory goals.

CHAPTER 2:

OBJECTIVES AND PRINCIPLES OF OPERATION OF THE FOUNDATION

§ 5

The objectives of the Foundation are:

1. providing access to high-quality IT education and technology-related skills for refugees and migrants;
2. supporting the learning process by offering educational programs and resources covering various fields of knowledge;
3. organizing workshops, webinars, conferences and courses that help develop skills and abilities of refugees and migrants in the IT field in technology-related areas;
4. promoting entrepreneurship, creativity and innovation;
5. building mentor-mentee relationships to enable a supportive and developmental environment for the Foundation's beneficiaries;
6. supporting volunteer activities;
7. activities aimed at eliminating barriers and discrimination;
8. creating support and cooperation networks between refugees, immigrants, mentors, employers and other stakeholders;
9. supporting the process of professional integration of the Foundation's beneficiaries;
10. organizing personal development workshops;
11. labor market research and analysis;
12. actions aimed at creating a society where everyone has equal chances and opportunities in the field of IT and technology, contributing to building a better, more inclusive and sustainable world.

§ 6

The Foundation realizes its objectives through:

1. creating comprehensive training programs that include both technical and soft skills and implementing them in stationary and online form;
2. providing high-quality educational materials and conducting interactive classes to ensure effective knowledge acquisition;
3. organizing Polish language courses and foreign language courses;



4. establishing strategic partnerships with other organizations, technology companies, schools and educational institutions, thanks to which it is possible to provide
5. access to experts, mentors and technological resources and infrastructure;
6. conducting interactive workshops and trainings that allow our beneficiaries to gain practical experience and skills;
7. organizing webinars and conferences that enable the foundation's beneficiaries to develop knowledge, exchange experiences and establish contacts with other professionals from the IT and technology industry;
8. developing and maintaining an online platform that enables access to educational resources, interaction with mentors, course planning and communication with other beneficiaries;
9. creating structures and processes enabling mentors to provide support to the Foundation's beneficiaries and providing them with access to materials and tools, including mentor training and meetings, to enable them to work effectively with mentees;
10. establishing contacts with employers, offering internship and apprenticeship programs and providing support in the job search process; including assistance in creating a professional CV, preparation for job interviews and developing skills necessary in the labor market;
11. creating a communication platform and organizing a community to enable the Foundation's beneficiaries to interact, share experiences and support each other;
12. regular monitoring and evaluation of the effects of the Foundation's programs and activities;
13. conducting information and promotional campaigns to raise awareness about the Foundation's programs and activities;
14. actions aimed at changing policy in the field of integration of refugees and migrants in the IT and technology sector, including advocacy for equal opportunities, eliminating barriers and creating a favorable business environment for the Foundation's beneficiaries.

§ 7

1. To achieve its goals, the Foundation may employ workers and collaborators based on civil law contracts and cooperate with volunteers.
2. Members of the Foundation's bodies may also be employees, collaborators or volunteers of the Foundation.

§ 8

The Foundation may conduct business activity, on general principles specified in separate regulations. Income from the Foundation's business activity serves the realization of statutory goals and cannot be allocated for distribution among its founders.



CHAPTER 3: ECONOMIC ACTIVITY OF THE FOUNDATION

§ 9

The Foundation may conduct business activity in the following areas (according to PKD classification):

1. Consulting and advisory services in the field of IT education and technology - (PKD 85.59.B)
2. Organization of trainings, courses and workshops related to IT, programming, design, IT project management and other technological skills - (PKD 85.59.A)
3. Organization of conferences, seminars and webinars on IT, technology and topics related to personal and professional development - (PKD 82.30.Z)
4. Creating and sharing educational resources in the form of online materials, e-learning courses, guides and other tools supporting IT and technology learning - (PKD 58.19.Z)
5. Services in the field of recruitment and job placement for refugees and migrants in the IT and technology industry - (PKD 78.10.Z)
6. Organization of internship and apprenticeship programs for refugees and migrants to gain practical experience in the IT field - (PKD 78.10.Z)
7. Research and analysis of the labor market in the field of IT and technology to better match training programs to the needs and expectations of employers - (PKD 73.11.Z)
8. Advice and support in the development of startups and innovative projects submitted by refugees and migrants - (PKD 70.22.Z)
9. Creating cooperation networks with other organizations, institutions, employers and mentors to provide support and development opportunities for beneficiaries - (PKD 94.99.Z)
10. Promotion and marketing of the Foundation's activities to reach a larger number of refugees, migrants and potential partners - (PKD 70.22.Z)
11. Book publishing - (PKD 58.11.Z)
12. Retail sale of books in specialized stores - (PKD 47.61.Z)
13. Web portal activities - (PKD 63.12.Z)
14. Other professional, scientific and technical activities not elsewhere classified - (PKD 74.90.Z)
15. Organization of trade fairs and exhibitions - (PKD 82.30.Z)
16. Custom software development - (PKD 62.01.Z)
17. Activities related to IT services and computer servicing - (PKD 62.02.Z)
18. Web page design and creation - (PKD 62.01.Z)
19. Database-related activities - (PKD 63.11.Z)
20. Data analysis and consulting in the field of information systems - (PKD 62.02.Z)
21. Information technology consulting - (PKD 62.09.Z)
22. Advertising activities (PKD 73.11.Z).



§ 10

1. The fund for economic activity amounts to PLN 1,000 (one thousand zlotys) and constitutes part of the Foundation's assets. The remaining assets consist of the founding fund in the amount of PLN 1,000 (one thousand zlotys) and other components of property acquired by the Foundation during its operation.
2. The Foundation conducts financial management and accounting in accordance with the regulations applicable to legal entities.
3. The financial year of the Foundation is the calendar year. The first financial year begins on the day of the Foundation's entry into the National Court Register and lasts until December 31, 2023.
4. The Foundation allocates the surplus of income over costs to its public benefit activities.

§ 11

1. The Foundation's income comes from:
 - a. donations, inheritances, bequests, grants and subsidies,
 - b. the Foundation's assets,
 - c. income from movable and immovable property,
 - d. income from public and non-public collections,
 - e. bank interest on cash deposits,
 - f. income from securities in which the Foundation's financial resources may be invested,
 - g. income from economic activities conducted by the Foundation,
2. All income obtained by the Foundation is allocated solely to statutory activities.
3. Income from grants, subsidies, donations, inheritances and bequests may be used to achieve the Foundation's goals only with respect for the will of the heirs or donors.
4. In matters of accepting donations and inheritance, declarations required by law are made by the Foundation's Management Board. In the event of the Foundation being appointed to inherit, its Management Board submits a declaration of acceptance of the inheritance with the benefit of inventory.

§ 12

Disposal of the Foundation's fixed assets may occur when justified by the Foundation's purpose or when further possession of these components would bring losses. The decision in this matter is made by the Management Board.

§13

The Foundation is liable for its obligations with all its assets.



CHAPTER 4: BODIES OF THE FOUNDATION

§14

1. The bodies of the Foundation are
 - a. The Foundation Council, hereinafter referred to as the Council,
 - b. The Management Board of the Foundation, hereinafter referred to as the Management Board.
2. Members of the foundation's bodies may receive remuneration for participating in the Foundation's work, and have the right to reimbursement of justified costs incurred in connection with the performance of duties as a member of the body.
3. The mandate of a member of the foundation's body expires on the day of the end of the term of office or dismissal of the member of the body or upon submission of a written resignation from participation in the work of the foundation's body or upon the death of the member of the Foundation's body.
4. Members of the Foundation's body may not be convicted by a final judgment for an intentional offense prosecuted by public indictment or a fiscal offense.
5. Dismissal of a member of the Foundation's body may occur in the case of:
 - a. improper performance of duties by a member of the body,
 - b. behavior unbecoming the dignity of a member of the body,
 - c. violation of the provisions of the Statute by a member of the body.

§15

1. The Foundation Council is created by the Founder and/or persons indicated by him and appointed to the Foundation Council by a resolution of the Council taken in the presence of the Founder, by a simple majority of votes. The composition of the first Council along with the Chairperson is appointed by the Founder.
2. Members of the Foundation Council may not be convicted by a final judgment for an intentional offense prosecuted by public indictment or a fiscal offense.

§16

The Council elects from among its members the Chairperson of the Foundation Council, except for the situation referred to in **§15** section 1 of the Statute.

§17

1. The Council meets at meetings convened at least once a year.



2. It is permissible to hold a meeting using internet connectivity (e.g. conferences via Skype or other forms of internet connectivity) and voting via the internet in case of inability of Council members to be physically present at the meeting.

§18

Council resolutions are passed by a simple majority of votes in the presence of at least half of the total number of Council members. In case of an equal number of votes, the vote of the Council Chairperson is decisive. Voting via the internet is permissible in case of inability of Council members to be physically present at the meeting.

§19

1. The Council is essentially an advisory body of the Foundation. The competences of the Council include in particular:
 - a. issuing opinions on issues and questions presented by the Management Board,
 - b. initiating directions of the Foundation's statutory activities,
 - c. giving opinions on programs and plans of the Foundation's activities,
 - d. accepting annual reports of the Management Board on activities and granting discharge,
 - e. appointing and dismissing the President of the Management Board and Members of the Foundation's Management Board with the consent of the founder. In case the founder is deceased or unable to make decisions, the council makes these decisions independently,
 - f. Council meetings are convened by the President of the Management Board on his own initiative or at the request of another member of the Management Board or the Founder.
2. In case of a single-person Council, decisions are made individually,
3. Membership in the Foundation Council ceases as a result of dismissal, death or resignation of a Council member.
4. The principles of the Council's work are specified in the Council's Work Regulations adopted by the Foundation's Management Board.

§20

1. The Foundation's Management Board consists of one to three persons.
2. The term of office of the Management Board is 5 years.
3. One person cannot serve as the president of the Management Board for a second time without a break of at least one year.
4. Each composition of the management board requires the acceptance of the Founder (until his death).
5. Membership in the Management Board ceases as a result of dismissal, death or resignation of a Management Board member.



6. The principles of the Management Board's work are specified in the Management Board's Work Regulations adopted by the Foundation Council.

§21

The Management Board makes decisions in all matters not reserved for the competence of the Foundation Council.

§22

The competences of the Management Board include in particular:

- a. setting the main directions of the Foundation's activities,
- b. representing the Foundation externally,
- c. managing the Foundation's assets,
- d. realization of statutory goals,
- e. accepting subsidies, donations, inheritances and bequests,
- f. creating and dissolving the Foundation's establishments and other organizational units,
- g. conducting personnel policy, including determining the size of employment, remuneration principles and the amount of funds allocated for remuneration,
- h. current management of the Foundation's work, implementation of projects and commitments undertaken by the Foundation.
- i. introducing changes to the statute.

§23

Members of the Management Board may be remunerated for performing these functions. The principles of their remuneration are determined by the Foundation Council.

§24

The Management Board adopts resolutions by a simple majority of votes, in the presence of at least half of the total number of its members.



§25

Declarations of will on behalf of the Foundation are made by the President of the Management Board or two members of the management board jointly.

§26

1. The Management Board meets at meetings convened at least once a month.
2. Management Board meetings are convened by the President of the Management Board on his own initiative or at the request of another member of the Management Board or at the request of the Council.
3. In case of submitting a request to convene a meeting by authorized persons, the President of the Management Board is obliged to convene a meeting no later than within 7 days from the date of submitting the request.
4. It is permissible to hold a meeting using internet connectivity (e.g. conferences via Skype or other forms of internet connectivity) and voting via the internet in case of inability of Management Board members to be physically present at the meeting.

CHAPTER 6: FINAL PROVISIONS

§27

It is permissible to expand the objectives of the Foundation. Such expansion is made through an Amendment to the Foundation's Statute. Changes to the Foundation's statute are made by the Management Board by an absolute majority of votes, in the presence of at least half of the members entitled to vote. In case of an equal distribution of votes, the President's vote is decisive. The change may concern in particular the objectives specified in the founding act and the appointment of the foundation council.

§28

1. The Foundation may merge with another foundation for effective realization of its goals.
2. In matters of merging with another foundation, the decision is made by the Management Board by an absolute majority of votes, in the presence of at least half of the members entitled to vote. In case of an equal distribution of votes, the President's vote is decisive.



§ 29

1. In case of the Management Board's decision to liquidate the Foundation, the Management Board notifies the minister responsible for education and the President of the Capital City of Warsaw.
2. The decision on liquidation is made by the Management Board by an absolute majority of votes, in the presence of at least half of the members entitled to vote. In case of an equal distribution of votes, the President's vote is decisive.
3. Financial resources and assets remaining after the liquidation of the Foundation may be allocated by resolution of the Council to organizations operating in the Republic of Poland with similar objectives.

§ 30

The Statute of the Foundation comes into force on the day of registration in the National Court Register.