



THE SANCTUARY

Principles of Good Governance

Through these Principles of Good Governance, the Board ensures that the Sanctuary remains true to its charitable purpose and that all decisions and use of resources support the organisation's mission, values, and public benefit. The Sanctuary is committed to complying with the Governance Code for Community, Voluntary and Charitable Organisations.

Principle 1: Leading Our Organisation

The Board provides leadership to the Sanctuary and sets the tone for how the organisation operates. We do this by:

- Providing clear strategic direction in line with the Sanctuary's mission and values
- Supporting and overseeing the General Manager in their executive role
- Ensuring clarity around the roles, responsibilities and legal duties of board members, staff, volunteers and contractors
- Promoting a culture of respect, fairness, inclusion and professionalism throughout the organisation

Principle 2: Exercising Control

The Board has collective responsibility for the oversight and control of the Sanctuary. We do this by:

- Complying with all relevant legal, regulatory and reporting requirements
- Maintaining appropriate financial management systems and internal controls
- Identifying major risks facing the organisation and agreeing how these risks will be managed
- Safeguarding the organisation's assets, reputation and long-term sustainability

Principle 3: Being Transparent and Accountable

The Sanctuary is accountable to its beneficiaries, staff, volunteers, funders, regulators and the wider public. We do this by:

- Identifying key stakeholders and maintaining open, timely and effective communication
- Being transparent about how decisions are made and how resources are used
- Producing accurate, accessible, and timely reports, including annual financial reports
- Responding appropriately to questions, feedback and concerns

Principle 4: Working Effectively as a Board

The Board works collectively and effectively to govern the organisation. We do this by:

- Holding well-run, informed and purposeful board meetings
- Exercising collective responsibility and supporting sound decision-making
- Ensuring appropriate recruitment, induction, development and retirement of board members
- Using board skills, experience and perspectives effectively

Chairperson Paul Finnerty | Directors Janine Breen, Tom Connaughton, Thomond Coogen, Pat Dennigan, Gary Graham, Fr Alan Hilliard, Sinead Leonard, Liam MacGabhann, Seán Ó Conaill, Sr Sile Wall
Managing Director Paul Gilmore | Company Secretary Seán Ó Conaill

Founded in 1998 by Sr Stanislaus Kennedy

Company registered No. 289733 | Registered charity No. CHY13076 | CRA registered charity No. 20039745

Principle 5: Behaving with Integrity

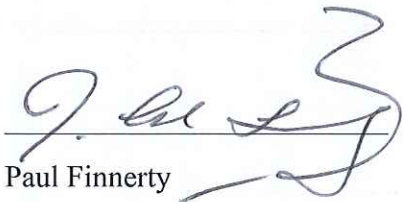
Integrity, honesty and independence underpin all governance and decision-making at the Sanctuary.

We do this by:

- Acting honestly, fairly, independently and in the best interests of the organisation
- Protecting and promoting the reputation of the Sanctuary
- Abiding by the Sanctuary Code of Conduct and all relevant organisational policies

Commitment

The Board confirms its commitment to these Principles of Good Governance and to reviewing governance practices regularly, taking appropriate action where necessary to strengthen governance.



Paul Finnerty

Chairperson of the Board

Date: 14/04/2026



Sinead Leonard

Chair, Governance & Compliance Sub Committee

Date: 14/04/2026