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CERTIFIED TRANSLATION
INTO ENGLISH

Pursuant to Articles 2, 3, and 12 of the Statute of the Environmental Ambassadors for Sustainable Development, the President of the Association hereby issues the following

Code of Ethics

and

PRINCIPLES OF WORK

Considering that morality is a lasting value of every human community and one of the foundations of the developed democratic societies, clear moral principles underpin civil society action. In order to improve its operation and to respond to the challenges of the modern age, the age of transformation leading by example, the President of the Association proposes the following

Code of Ethics

Article 1

Basic moral principles

The engagement and work of each member of the Association individually in the bodies of the Association and in the public life and activities of the Association as a whole must be based on the basic moral principles of society - truth, humanity, justice, equality, free thought, conscientiousness, impartiality, dignity of the person, and commitment all for the general welfare of society.

Article 2

Placing value into practice

The mission advocated by the Association, their values and ideas for change and improvement of the society are reflected in practice through the way of achieving goals, through the structure of the Association, procedures and rules of operation, attitude towards those who are hired and employed, towards volunteers, citizens, partners and promoting in public.



Article 3

Abiding by the law

The Association is responsible for the rule of law in the country where it conducts its activities and it operates through abiding by the law, regulations and international treaties applicable in that country.

In case of non-compliance with the laws, there shall be no violation of the laws, but rather the active work on their improvement.

Article 4

Professionalism in performing activities

Commitment to the continuous improvement of the quality of work of the Association.

Hiring competent people, updating, being informed and respecting the principles of good communication.

Fulfillment of promises and obligations that the Association committed to and not taking on obligations unless there is a certainty that they can be fulfilled.

Article 5

The publicity of operation

All aspects of the operation of the Association are made available to the public in accordance with the law — information on activities, results or financial resources.

Truthful presentation of information regarding the operation, activities and results of the Association.

Article 6

Independence

Independence in decision making and in achievement of the goals, activities and programs of the Association.

Failure to commit to any individual, organization, institution or political party if it can affect the independence in decision-making and program implementation.



Adherence to procedures and rules of operation which prevents making decisions that are not in line with the values of the Association or that do not contribute to the social change the Association wants to achieve.

Article 7

Conflict of interest

As part of their day-to-day operation, the members of the Association may find themselves in situations where different interests are conflicted.

Under a conflict of interest, which may cause intangible and material damage to the Association, we shall consider the following:

- o The member of the Association uses the name and achievements of the organization for personal gain and promotion without the approval of the competent authorities of the Association.
- o The elected member of the body of the Association is engaged in the project of another organization or institution applying at the same time as the Association and is informed that that the Association will also apply.
- o The elected member of the body of the Association is a member of the Board of Directors, Executive Committees and similar national or international bodies, institutions, organizations, political parties, etc. who is directly involved in decision-making related to the projects of the Association but who is not appointed in them by the Association itself.

Article 8

Fundraising

Fundraising shall be governed by the goals, programs and realistic needs and capacities of the Association.

The Association shall apply only for funds and activities consistent with the goals and programs of the Association.

The method of raising funds shall always be in accordance with the moral values and the Statute of the Association.



Article 9

Attitude towards entrusted funds

A responsible attitude towards entrusted funds shall be applied.

Careful financial management focusing both on efficacy and effectiveness.

Article 10

Principles of good cooperation and solidarity

The relationship with the organizations, institutions and persons with whom the Association communicates or cooperates is based on the principles of mutual respect, consideration and tolerance.

If one's work shall be the subject of criticism, the Association shall check the truthfulness of the collected information prior to giving an opinion.

Particular attention is paid to respecting these principles in course of communicating and cooperation with other civil society organizations. Support may be provided to civil society initiatives unless they are acting contrary to the values and principles of the Association.

Article 11

Public procurement

The EASD shall endeavor to contribute to the promotion of morality in the public procurement processes it implements and in which it participates, to ensure legality, honesty, sincerity, transparency, environmental protection, fair competition and quality of products and services. Employees and other engaged parties are required to act in a fair and transparent manner in accordance with the provisions on the prevention of conflict of interest.

Article 12

Respecting and monitoring the implementation of the Code of Ethics

The members and associates of the Association shall undertake the written obligation stating that they are aware of the norms and that they shall consistently and fully adhere to the standards set out in this Code.



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All members of the Association shall be responsible for monitoring and implementing the Code of Ethics.

Any disrespect of the articles of the Code shall be considered as violation and shall be subjected to submitting the claim to the Association Council.

All written applications shall be the subject of mandatory review by the Association Bodies which must be completed within the maximum of 30 days from the date of submitting the claim.

Article 13

Adoption of the Code of Ethics, amendments and supplements

The Code is hereby adopted by the Association Assembly by consensus.

Amendments and supplements to the Code shall be implemented in the manner in which it is adopted.

Article 14

The Code shall enter into force on 01/01/2019.

Belgrade, 01/01/2019

President

Aleksandra Mladenovic

Stamped and sealed as in the Memorandum

END OF TRANSLATION

I, the undersigned sworn-in court translator, according to the Decision of the Ministry of Justice of the Republic of Serbia, no. 760-06-197/2002-04 from 02.10.2002 certify hereby that this translation into English is fully true to the original text written in Serbian language.

*Belgrade, 30th September, 2019
Diary No.: 1387/2019*

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