

**Annex 2**  
to Minutes 785 of the Meeting of the Management Board  
of the Eurasian Development Bank  
dated 24 June 2020

APPROVED BY  
the Management Board of the Eurasian Development Bank  
(Minutes 785 dated 24 June 2020)

**Regulations of  
The ethics committee  
Of the Eurasian development bank**

**EXTRACT FROM  
THE REGULATIONS OF THE ETHICS COMMITTEE OF THE  
EURASIAN DEVELOPMENT BANK**

**Abbreviations Used Exclusively in These Regulations**

Abbreviation	Definition
Committee	Ethics Committee

**Terms and Definitions Used Exclusively in These Regulations**

Term	Definition
Standards and rules of business conduct	The standards of business conduct of Bank employees established by the Bank's Code of Business Conduct and Ethics, as well as generally accepted ethical standards.

**References**

The following internal regulations are referred to in these Regulations:

- Personnel Management Policy of the Eurasian Development Bank;
- Internal Rules of Labour Conduct;
- Code of Business Conduct and Ethics;
- Labour Dispute Resolution Procedures of the Eurasian Development Bank; and
- Confidential Information Regulations of the Eurasian Development Bank.

## **Intended Use and Scope**

### **Intended Use**

These Regulations of the Ethics Committee (“Regulations”) of the Eurasian Development Bank (“Bank”) set forth the procedures of the above collegial body, including the procedure for making and implementing its decisions.

### **Scope, Owner, and Revisions**

These Regulations have been developed to assist in resolving disputes and non-standard situations involving labour relationships, ethical conflicts, and violations of the standards and rules of business conduct with the involvement of the Ethics Committee, as well as to set forth the procedure for considering such issues and making respective decisions.

These Regulations extend to all Bank employees working under employment contracts.

## **General Provisions**

### **Appointment of the Ethics Committee**

The Bank's Ethics Committee ("Committee") is the Bank's standing collegial body headed by the Ethics Officer. The Committee is not a governing body of the Bank and shall consider disputes and non-standard situations involving ethical conflicts and violations of the Bank's rules of business conduct that fall within its competence.

The Committee's authority in respect of labour disputes involving ethical issues shall be governed by the Bank's Labour Dispute Resolution Procedures.

The Committee's work shall be governed by the Agreement Establishing the Bank and its Charter, the decisions of the Bank's Council and Management Board, the orders and instructions of the Chairman of the Management Board, the Bank's Internal Labour Regulations, the Bank's Business Ethics Regulations, and these Regulations.

### **Objectives and Authority of the Ethics Officer**

The key objective of the Ethics Officer and the Committee is to resolve controversies and prepare recommendations and proposals in order to effectively resolve and prevent ethical conflicts and violations of the standards and rules of business conduct at the Bank.

The Ethics Officer shall be authorised to:

a) monitor and review intra-organisational relationships at the Bank as to whether the Bank's operations comply with the generally accepted principles and ethical standards, as well as the Bank's internal regulations;

b) review and prepare recommendations on how to minimise internal and external corporate risks at the Bank and ensure compliance with business and ethical standards and rules of conduct;

c) prevent and resolve any internal (including interpersonal) and external conflicts of Bank employees relating to violations of the standards and rules of business conduct or the Bank's internal regulations;

d) review violations of, and/or non-compliances with, the Bank's standards and rules of business conduct, the Bank's corporate values, or other internal regulations of the Bank on the part of employees;

e) report violations of the Bank's standards and rules of business conduct by employees (if any) to the Chairman of the Management Board and the Bank's Internal Audit Service, if so decided by the Committee or required by the Chairman of the Bank's Management Board; and

f) propose necessary changes to the systems, procedures, and policies influencing the moral climate at the Bank and the effective interaction between Bank employees.

The Ethics Officer may have other rights and powers as set forth by orders or instructions of the Chairman of the Bank's Management Board or the Bank's internal regulations.

## **Competence and Authority of the Committee**

The Committee shall implement and coordinate the following, including in its interaction with Bank divisions, committees, and commissions as concerns the issues that fall within their competence:

- a) determining the criteria for employees' good-faith conduct based on the Bank's unified corporate values and standards set by its internal regulations;
- b) building a unified corporate culture among employees based on high ethical standards;
- c) maintaining trust, mutual respect, and integrity among employees;
- d) identifying and preventing potential ethical and work-related risks and resolving issues that involve ethical aspects;
- e) considering and resolving organisational and interpersonal conflicts not settled by the Ethics Officer;
- f) taking part in activities to efficiently implement the standards and rules of business conduct, including training employees in business conduct in cooperation with other Bank divisions;
- g) developing procedures to ensure the safe and confidential submission of information on discrimination, violations of employees' rights or violations of the standards of business conduct; and
- h) advising Bank employees of opportunities provided by the Bank for its employees to prevent and settle conflicts.

The Committee may have other rights and powers as set forth by instructions of the Chairman of the Bank's Management Board or the Bank's internal regulations.

## **Description of Processes**

### **Meetings of the Committee**

The Committee may propose disciplinary measures for violations of the standards and rules of business conduct as set forth by the Bank's Internal Labour Regulations and other internal regulations of the Bank.

The Bank shall protect the rights of its employees who have reported violations of the Bank's rules of business conduct, including, where necessary, their right to confidentiality.

If an employee's report is found to be misleading and it is found out that the employee has knowingly provided misleading information, the Committee may regard this as a violation of the Bank's standards and rules of business conduct.

To ensure that the Committee fulfils its tasks, the Committee shall meet as necessary where an issue cannot be resolved by the Ethics Officer. The decisions made by the Committee with respect to such cases shall be regarded as recommendations and reported to the Chairman of the Management Board and the Internal Audit Service.