According to Art. 22 and 23 of the Association’s Statute, at a session held on May 6, 2019, the Managing Board, on the proposal of the Board President, approves

**CODE OF ETHICS**

*of the Renewables and Environmental Regulatory Institute*

**I**

**INTRODUCTORY PROVISIONS**

This Code of Ethics establishes the rules of good governance and behavior of members and bodies of the Renewables and Environmental Regulatory Institute (RERI).

All members and persons engaged in work of the association will be introduced with the provisions of the Code of Ethics.

**Vision of the Association**

A society in which the rule of law is the foundation of all public policies; that are responsible towards environmental and natural resources; where protection and preservation of the environment is recognized as a public interest and the right to access information, participation in the decision-making process and access to justice is made available to everyone in accordance with the law and recognized international conventions and treaties.

**Mission**

RERI is committed to improvement of access to justice in environmental matters, right to good governance and the application of international and European environmental standards and respect of human and citizens' rights.

RERI seeks to encourage public authorities to act in transparent and accountable manner and in accordance with the principles of sustainable development.

RERI contributes to decarbonisation as a comprehensive transformation of society, based on a low carbon dioxide emissions, a just transition, responsible and sustainable use of renewable energy sources and respect for local communities’ rights to development and management of their own resources through decentralization of energy management and strengthening local communities’ resilience to climate change.

RERI, in accordance with the applicable laws, provides support and legal assistance to individuals, groups and legal entities whose right to a healthy and preserved environment is jeopardized.

RERI develops cooperation and partnership with individuals and associations that advocate for the rule of law, environmental protection and sustainable management of local communities.
RERI achieves its objectives, vision and mission respecting human and civil rights, standards of integrity and ethics as set forth in this Code of Ethics.

II
PRINCIPLES AND VALUES

In its work, RERI adheres to the following principles:

- Protection and preservation of the environment and natural resources
- Transparent and accountable behaviour of public authorities;
- Access to justice and the right to legal remedies as a basic human right;
- The right to development and management of natural resources as an inalienable right of local communities;
- Social responsibility business and environmental protection as the obligations of all actors in the society.

RERI promotes the following values:

- **Expertise** - we set the highest quality standards and we base our work on research and evidence, science, and professional approach to each task.
- **Sustainability** - we work, plan and set guidelines for the future and well-being of our organization, partner, community and the Planet.
- **Caring** - our partners and final beneficiaries worth our full commitment and attention. We work proactively, innovatively and flexibly, thus continually expanding the circle of users, partners and friends.
- **Reliability** - Continuous improvement of the quality standards in personal approach to our activities, as well as cooperation with reliable partners, result with effective and reliable solutions for the cause of the public interest.
- **Responsibility** - we act conscientiously and responsibly in our day-to-day activities. By proactive approach, we strive to improve the results of our own activities and put them in the service of public interest.

III
ETHICAL STANDARDS

Members of the association, employees and persons engaged by the association act honestly, conscientiously, responsibly and impartially in their work and all matters of interest and importance for the association, in particular in their public appearance.

Members of the association, employees and persons engaged by the association contribute to the good reputation of the association and through their work build trust of citizens.

RERI protects the dignity, integrity and safety of all members, employees and persons engaged by the association as well as all partners, associates and service users.

Members of the association, employees and persons engaged by the association are guided by the following standards in their work and achievement of the vision, mission and objectives of the association:

- **Equality and the right to participate in decision-making** - members of associations have the right to participate in decision making, through the work of the Association's Assembly. All Members of the association, employees and persons engaged in managing bodies have the right to be timely and fully informed about the work of the association
and its activities, projects, established partnerships and cooperation with other associations, individuals and other actors.

- **The right to decent work** - all employees and persons engaged by the association are guaranteed the right to a decent work, just compensation for performing activities in the association and protection against any form of discrimination. The rights and obligations of employees and persons engaged by the association will be determined by a contract that guarantees the right to decent work and exercising the right to work in accordance with the law. No one may be engaged in performing activities within the association if he has not previously been informed of the rights and obligations set forth in the contract. The contract will clearly determine the competences of employees in the association, the measures and criteria for monitoring the performance and assessment of professional development.

- **Prohibition of discrimination and respect for diversity** - all members of the association, as well as employees and persons engaged by the association are protected from all forms of discrimination on racial, ethnic, cultural, religious, linguistic, gender or any other grounds. Members of the association, as well as employees and persons engaged by the association are obliged to treat all citizens equally on the principles of prohibition of discrimination and respect for diversity.

- **Solidarity** - RERI encourages solidarity within the associations and through cooperation with individuals, other associations and actors. Members, employees and persons engaged by the association provide mutual support to personal and professional development and enjoyment of human and civil rights.

- **The right to personal and professional development** - RERI creates such conditions that enable personal and professional development for all employees and persons engaged by the association, as well as acquirement of new knowledge and skills. RERI provides equal access to resources of knowledge and skills for all employees and persons engaged by the association.

- **Respect for gender equality** - RERI promotes equality between men and women and seeks to ensure the equitable representation of the men and women in the managing bodies.

- **Professional integrity** - all employees and persons engaged by the association perform their jobs professionally and provide the highest possible quality of products and working performance. Employees and persons engaged by RERI perform their work duties in accordance with the professional knowledge and experience they possess. RERI provides quality control of products, in particular legal analyses and opinions, public policy analysis and written submissions to public institutions. The Chairman of the Board of Directors and Program Director of the Association are responsible for the quality of products and materials that are published to the public. In carrying out their duties all employees and persons engaged by the association are obliged to take into account the credibility and accuracy of information and respect for copyright.

- **Responsibility** - for its work and results all members, employees and persons engaged by the associations are responsible to the association, the public, its partners and associates. For the purpose of communicating with the public and expressing attitudes of the association the members or employees of the association will be authorized by the founding act of the association or by the decision of the managing bodies.

- **Responsible management of financial and material resources** - all members and employees of the association use the financial and material resources of the association in an efficient and effective way, preserving the resources of associations and avoiding unnecessary costs or using financial and material assets in a way that is contrary to the law and internal acts of the association.
The protection of sources of information and data protection is regulated by a contract with employees and persons engaged by the associations and the decision of the Management Board.

IV
INDEPENDENCE

The Association and its managing bodies are independent and autonomous in their work and in achieving the vision, mission and objectives.

RERI managing bodies are obliged to refuse to take over obligations that could affect the independence of the work and decision-making and which are not in accordance with the vision, mission and objectives of the association or with the provisions of the Code of Ethics.

V
TRANSPARENCY

In carrying out its activities, RERI acts transparently by:

- Publishing the Statute and the Code of Ethics on its website;
- Publishing narrative and financial reports on its website;
- Makes information on sources of funding, partners and donors supporting the association publicly available on its website;
- Publishing the names of the members of managing bodies on its website;
- Publishing opinions, policy analyses and other professional and analytical work on its website and make these knowledge resources publicly available in accordance with the Creative Commons license;
- Informing the public about its activities through press releases and otherwise appropriately.

RERI communicates with the media in a non-discriminatory manner.

RERI is not required to share information with the media and journalists which continuously violate the Code of Ethics of Journalists.

VI
CONFLICT OF INTEREST

When performing activities in association or participating in the work of managing bodies, the members, employees and persons engaged in the association, will ensure that their actions do not lead to giving priority to private interests over achieving the objectives of the association.

Employees and/or persons engaged in association cannot, in their private interest or interest of the persons related to them, use the property of the association, the information that they have acquired in that capacity, which are not otherwise publicly available, or abuse their position in the association in order to perform the affairs of their own interest.

VII
FUND RAISING AND RESPONSIBLE MANAGEMENT OF FINANCIAL RESOURCES

Resources that are used to achieve the objectives of the association are collected in a transparent manner, in accordance with the objectives, needs and capacities of the association.

RERI does not apply for funds from public authorities or those bodies and organizations that are fully or predominantly financed by the funds from the budget of the Republic of Serbia.
RERI does not use donations, nor does apply for monetary, financial or any other support from companies and business entities that pollute the environment or endanger natural resources.

RERI does not use donations and does not receive support from companies that make profits by exploiting fossil fuels.

Fundraising and responsible financial management are precisely arranged by the Rules on Responsible Financial Management.

**VIII**

**ETHICAL COMMITTEE**

The respect of this Code of Ethics is the responsibility of the Managing Board which will establish Ethical Committee, composed of three members elected from the ranks of the members of the Assembly and/or members of the Managing Board.

The Ethics Committee is proposed by the Chairman of the Managing Board and elected by the Managing Board, in case the violation of the Code of Ethics is occurred.

Each member employees or person engaged by the association shall notify the Chairman of the Board on violation of the Code.

The Ethics Committee shall, within 15 working days upon the notification of the violation of the Code of Ethics, determine the facts and issue a conclusion regarding the reporting of violations of the Code of Ethics.

The Ethics Commission is required to conduct at least one oral interview with the person who reported the violation of the Code and all members, employed and persons engaged in association whose conduct is characterized as a violation of the Code.

The conclusion of the Ethics Commission contains:

- an explanation of the factual situation;
- a clear and unambiguous statement as to whether there has been a violation of the Code of Ethics;
- measures to eliminate or mitigate the consequences of the violation of the Code of Ethics.

**IX**

**CLOSING PROVISIONS**

This Code of Ethics enters into force on the day of its adoption by the Managing Board.

Chairman of the Board

Jovan Rajić