

ANTI-CORRUPTION CODE OF THE ASSOCIATION



This document was adopted by the Assembly of the association "Zdravo i Zeleno"

Kragujevac, August 2025

At the meeting of the Assembly of the citizens' association "Zdravo i zeleno" held on August 4, 2025, at 12:00 in Kragujevac, a decision was adopted on the **ADOPTION OF THE ACT ON THE ANTI-CORRUPTION POLICY OF THE CITIZENS' ASSOCIATION "ZDRAVO I ZELENO"**.

Through the Act on Anti-Corruption Policy, we establish the set of values and principles that our association adheres to in its work and in achieving its objectives:

- ✓ **Respect for human rights:** We strive to ensure, through our activities, the respect and realization of human rights and opportunities for all citizens who are beneficiaries of our projects, and thereby the respect for the human rights of all citizens;
- ✓ **Activism:** Through the active engagement of every individual in our activities, we achieve the social changes we strive for;
- ✓ **Accountability:** We are accountable for our work and the results achieved: to the public, to our beneficiaries and partners, and to the communities in which we work;
- ✓ **Independence:** In our work, we are independent in relation to entities that provide financial support for our activities, as well as in the manner in which we make decisions about our objectives and the activities through which we seek to achieve the goals of our existence;
- ✓ **Compliance with the law:** Compliance with the law is the foundation on which our association operates;
- ✓ **Clear policy for preventing and managing conflicts of interest:** The association and every individual involved in its work carry out activities in such a way that there is no conflict of interest on any grounds. Neither the association itself nor any individual involved in its work and functioning ever gives priority to private interest over public interest, does not accept duties and tasks that may lead to a conflict of interest, and avoids any form of conduct that could create the impression that a conflict of interest exists;
- ✓ **Openness and transparency in operations:** Our work is transparent and open to the public, which we achieve through regular reporting to the public, the beneficiaries of our projects, and the relevant public administration bodies on our activities and results.

In order to increase transparency and prevent the abuse of authority, all necessary measures will be taken in the following situations:

Gifts and representation expenses:

We will not accept any type of gift that could affect the performance of our functions within the association, the discharge of our duties, or the shaping of our positions in relation to the association's work;

Every gift received, and every offer of a gift, related to the performance of duties within the association, will be reported to the competent person or body of the association, and information on the gift will be entered into the gift register, which is accessible to all members of the association;

Private activities and assets of members

We will not be engaged in activities and transactions, nor will we accept a position, whether paid or unpaid, that is incompatible with the position we hold within the association or that diminishes the ability to properly discharge our duties. Incompatibility of functions means that a member of

an association body may not perform a public function, nor act as a representative of a public official, particularly where a relationship of dependence or another relationship exists between the public function and membership in an association body or representation of a public official that could jeopardize impartiality, or where it is prohibited by law or another regulation for a public official to be a member of an association body;

Future employment

We will not allow our decisions and actions within the association to be influenced by the possibility of future employment with another organization or another employer;

Confidentiality and transparency

We will not use, for private purposes, either during our engagement or after it ends, information obtained while working for the association whose nature requires confidential treatment or which is explicitly designated as a business secret;

Financial independence

We will not accept funding that could harm the independence of the association or be detrimental to the achievement of the association's mission and objectives.

Should we become aware, in the course of our work, that we might find ourselves in a situation involving a risk of participating in or witnessing activities that are corrupt or related to corruption, we undertake to report any knowledge that such activities have occurred, or that there is a likelihood they will occur, to the relevant competent authority.

Upon notifying the competent authorities of a possible situation involving a risk of participating in or witnessing activities that are corrupt or related to corruption, the association will make all documentation and information available to the competent authorities, in order to resolve the disputed situation as efficiently as possible and eliminate its consequences.

In the event that the existence of a corrupt situation is established, the association will, as soon as possible, take all measures requested by the competent authority, in order to resolve the disputed situation as efficiently as possible and eliminate its consequences.

In Kragujevac, May 7, 2025.

Recording Secretary
Vladimir Stefanović

Chairperson of the Assembly Meeting
Ivan Mihailović