

KINGDOM OF CAMBODIA
NATION RELIGION KING

**MINISTRY OF RURAL DEVELOPMENT
RURAL ROADS IMPROVEMENT PROJECT II (RRIP II)**

CODE OF ETHICAL CONDUCT

This statement is to be signed by all project staff, contracted staff, and individual consultant of an Executing Agency (EA) or Implementing Agency (IA). Such a code is not intended to substitute for related laws such as the Law on the Common Statute for Civil Servants of 1994 or the Anti-Corruption Law of 2010 but to supplement legal provisions with guidelines on personal conduct relating to the duties being performed for the agency concerned. Ideally, the Code adopted should extend to all members of staff of the agency and not just to those who engaged on ADB-financed project work.

1. General Principles

- All employees are accountable to the Royal Government of Cambodia and work as part of the Government's efforts to achieve sustainable growth, peace and justice.
- Employees must work at all times to the best their ability with commitment and honesty.
- Public office is a public trust. Activities are conducted for the sake of the public and must be undertaken with prime regard to the public interest.
- Duties must be discharged in accordance with the Law and relevant decrees and regulations.
- Integrity, impartiality, objectivity and transparency shall be applied in all aspects of the work.
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- Unless there are published charges the agency's services, an employee's work is free of charge to the public. No employee shall either seek or accept personal gain for work undertaken other than what is rightfully due under the employee's contract of employment.

2. Impartiality

- Employees must recognize that all people are born free and equal in dignity and not abuse the fundamental human rights of any person.
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- No employee shall do anything that compromises, or is likely to compromise the impartiality of others who work for, or on behalf of, the agency.
- All employees must deal with the affairs of the public sympathetically, efficiently, promptly and without bias or maladministration.

3. General Responsibilities

Employee will:

- treat all other staff of the agency, whether a superior or subordinate, with respect, fairness and equity, and as an individual with rights to be protected and defended;
- respect the rights of other employees to freedom of association, conscience and expression;
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- encourage their subordinates to report to them any serious concerns of misconduct by others;
- report to their immediate superior any instruction to act in a way which they believe may be illegal, improper, or unethical, or in breach of this Code of Conduct, or may involve maladministration. If such an instruction is given by the immediate superior, the employee will report it to the next highest responsible person;

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- not misuse their official position, or information acquired in the course of their official duties, to further their private interests or those of their family, friends or associates;
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- not prevent or obstruct another person from gaining access to information to which that person is entitled by law;
- be strongly opposed to, and not be a willing partner to fraud, corruption, bribery and other financial irregularities;
- not cause project funds to be used improperly, ineffectively or inefficiently;
- ensure that the assets and resources of the agency and its projects in their care are used solely for agency and project purposes and are not removed temporarily or permanently for private use;
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- recognize that their salary and due allowances are entirely theirs and that they do not need to, and will not, pay any portion of their remuneration to any other person that makes such a demand.

4. Specific Responsibilities

The responsibilities of EA (MRD) is the project management for the implementation of Rural Roads Improvement Project financed by Asian Development Bank Loan 3151-CAM (SF). Grant No.0401 & 0402

5. Sanctions

Employees of EA shall be aware that, if they commit any corrupt, fraudulent, collusive or coercive act in the course of their duties, an internal sanctions could impose on wrongdoers in accordance with relevant internal regulations prior to legal action. Those sanctions shall include some administrative measures based on range of misdemeanor such as verbal or written warning, short-term suspension for investigation, and dismissal etc.

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Signature

Name

Position

Date

EHAN DARONU
Project Director
21/12/2015

**KINGDOM OF CAMBODIA
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Signature

Name :

Position :

Date :

Cong Sopha
Project Manager
28/12/2015

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NATION RELIGION KING



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4. Specific Responsibilities

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5. Sanctions

Employees of EA and IA shall be aware that, if they commit any corrupt, fraudulent, collusive or coercive act in the course of their duties, an internal sanctions could impose on wrongdoers in accordance with relevant internal regulations prior to legal action. Those sanctions shall include some administrative measures based on range of misdemeanor such as verbal or written warning, short-term suspension for investigation, and dismissal etc.

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Signature

Name : MENG SAOPHEAKKUN

Position : Assistant to Project Manager

Date : 27/12/2016

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RURAL ROADS IMPROVEMENT PROJECT II (RRIP II)**

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4. Specific Responsibilities

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5. Sanctions

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Signature

Name :

Position :

Date :


DOK DOMA

Assistant to Manager

22/02/2015

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Signature :
Name : Sary Sokhom
Position : Administrative Officer
Date : 21/12/15

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Signature

Name : *Sam Pithay*

Position : *procurement officer*

Date : *22.02.2015*

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : *NHEM. SOPHEAK*
Position : *Chief Financial Officer*
Date : *21/12/2015*

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : Touch Samnang

Position : climate change officer

Date : 21/12/15

KINGDOM OF CAMBODIA
NATION RELIGION KING



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RURAL ROADS IMPROVEMENT PROJECT II (RRIP II)**

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Signature

Name : CHAN SOPHEA

Position : M & E OFFICER

Date : 21.12.2015

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : San Visal
Position : Technical officer
Date : 21/12/2015

KINGDOM OF CAMBODIA
NATION RELIGION KING



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Signature

Name : SOK-MONY

Position : maintenance

Date : 21/12/2015

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
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Signature

Name : CHANN SORIYA
Position : Gender Officer
Date : 21.12.15

KINGDOM OF CAMBODIA
NATION RELIGION KING



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RURAL ROADS IMPROVEMENT PROJECT II (RRIP II)**

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Signature :
Name : Heng Bonthorn
Position : M & E officer
Date : 21.12.15

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : SO CHAN LEAKHERVA

Position : Gender officer

Date : 23.12.2015

KINGDOM OF CAMBODIA
NATION RELIGION KING

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Signature

Name : HOP BOLA

Position : Environment officer

Date : 22. 02. 2015

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : *Chhea Venghuy*
 Position : *Deputy Chief of Social & Environmental Office*
 Date : *21.12.2015*

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : DORN JARA

Position : Resettlement

Date : 21.12.15

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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 Signature _____
 Name : HANG SOPOLIK
 Position : Resettlement
 Date : 22.12.15

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



**MINISTRY OF RURAL DEVELOPMENT
RURAL ROADS IMPROVEMENT PROJECT II (RRIP II)**

CODE OF ETHICAL CONDUCT

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Signature

Name : Tip Sophark
Position : Environment Officer
Date : 22/2/15

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : CHHUN SOPHEA
Position : Environment
Date : 22.12.15

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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RURAL ROADS IMPROVEMENT PROJECT II (RRIP II)**

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Signature

Name : FREY SAMAY

Position : Gender

Date : 21.12.15

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : Dam Darinoch
Position : Road safety officer
Date : 18. Dec. 2015

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : CHUM BUNNEANG

Position : Cashier

Date : 22/12/2015

**KINGDOM OF CAMBODIA
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Signature

Name : *Maimy Vuthary*
Position : *Teamer*
Date : *21/12/2015*

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



**MINISTRY OF RURAL DEVELOPMENT
RURAL ROADS IMPROVEMENT PROJECT II (RRIP II)**

CODE OF ETHICAL CONDUCT

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Signature

Name : KONG SOCHEATA
Position : Finance Assistance
Date : 21.12.15

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name : KIM. BUNRENG

Position : Driver

Date :

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



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Signature

Name

Position

Date

: *Deung Vannak*
: *DRIVER*