

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name

Position

Date

Y. P. HENG HOU BA  
Engineer (BMC Province)  
23-12-15

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name : CHAP SAMPHORS

Position : technical officer

Date : 23.12.15

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name : *Liv Samnang*  
 Position : *Coordinator officer in Takor province*  
 Date : *24/12/2015*

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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;



- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name :

Position :

Date

SIU ROTH  
Director PIU SA



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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.

  
 Signature \_\_\_\_\_  
 Name : Long Kim Heang  
 Position : Technical / SR  
 Date :

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name : **MOM CHEM**

Position : **Director**

Date : **23.12.15**

**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 of 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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.

Signature

Name : *Hak Muntla*

Position : *Provincial Engineer*

Date : *23-12-15*

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;



- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name : **HAON BONITH**

Position : **Director PIU.Pursat**

Date : **23.12.15**

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name : *Nin Sinat*

Position : *PE. PIU. Pursat*

Date : *23.12.2015*

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.


In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.

Signature

Name :

Position :

Date :

  
 Engineer. SENG SOVUTH  
 Technical

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.

  
 Signature :  
 Name : SOK VAN. OELIN  
 Position : PPM.  
 Date :



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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.

  
 Signature \_\_\_\_\_  
 Name : ING VISOTH  
 Position : PPM  
 Date : 23.12.15

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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name

Position

Date

HOV Lim Sreng  
Technical officer  
23.12.15



**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;



- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.

  
 Signature  
 Name : Meas Sambath  
 Position : Technical  
 Date : 23-12-15

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;



- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.

Signature

Name

Position

Date

  
SOR SEN  
Technician  
23.12.15

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.

  
 Signature  
 Name : AN SYNA  
 Position : PPM  
 Date : 23.12.15

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name : **MEN SAMATH**

Position : **PPM**

Date : **17 Des 2015**

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;



- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name : Soengsaros

Position : Technical

Date : 25/12/2015



**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 of 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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.



Signature

Name : *Lim Sarveun*

Position : *Chief office Kg-Spen*

Date : *23.12.15*

**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.
- Employees must not conduct themselves in a manner which brings the agency into disrepute.
- 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.
- Religious freedom must be respected and an employee's discrimination against a fellow employee or member of the public on the basis of race, color, religion, gender, marital or parental status, handicap, age, or national origin, will not be tolerated.
- All employees must be impartial at all times and not deceive or knowingly mislead their superiors, subordinates, fellow workers or members of the public.
- 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;
- not ask a subordinate to act in a way that would conflict with either the Law, relevant decrees and regulations, or the provisions of this Code of Conduct;
- 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;

- disclose to their immediate superiors any potential conflict of interest in their work, such as any matter concerning an immediate relative or vested interest;
- not recommend their immediate relatives for appointment with the agency, or in any way involve themselves in the appointment process of an immediate relative who applies to join the agency;
- 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;
- carry official identification at all times when their work brings them into contact with the public;
- provide the public with full, truthful and accurate information regarding any matter associated with the agency's business and the official fees payable for services rendered;
- 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;
- never solicit informal payments, gifts or gratuities for their work from any source, nor intimidate the public into offering informal payments, gifts or gratuities in return for the services they provide;
- not accept any informal payment, gift or gratuity offered without solicitation by any person or persons to influence their action as civil servants; and
- 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.

In addition to the above agency sanctions, employees shall be aware that legal sanctions shall be applied against them such as prosecution under the Law on the Common Statute of Civil Servants of 1994 or the Anti-Corruption Law of 2010, or any other relevant laws and regulations of the Royal Government of Cambodia.

Signature

Name : *Feng Dam*  
 Position : *Director KSP*  
 Date : *23.12.15*