

## Code of Conduct

Pursuant to the binding provisions of the Constitution and operative legislations, in compliance with the principles of national loyalty, and in keeping with the oath sworn by the ministers before His Majesty the King, this code of conduct was drawn for the Prime Minister and ministers to comply with its provisions.

### First. General Principles

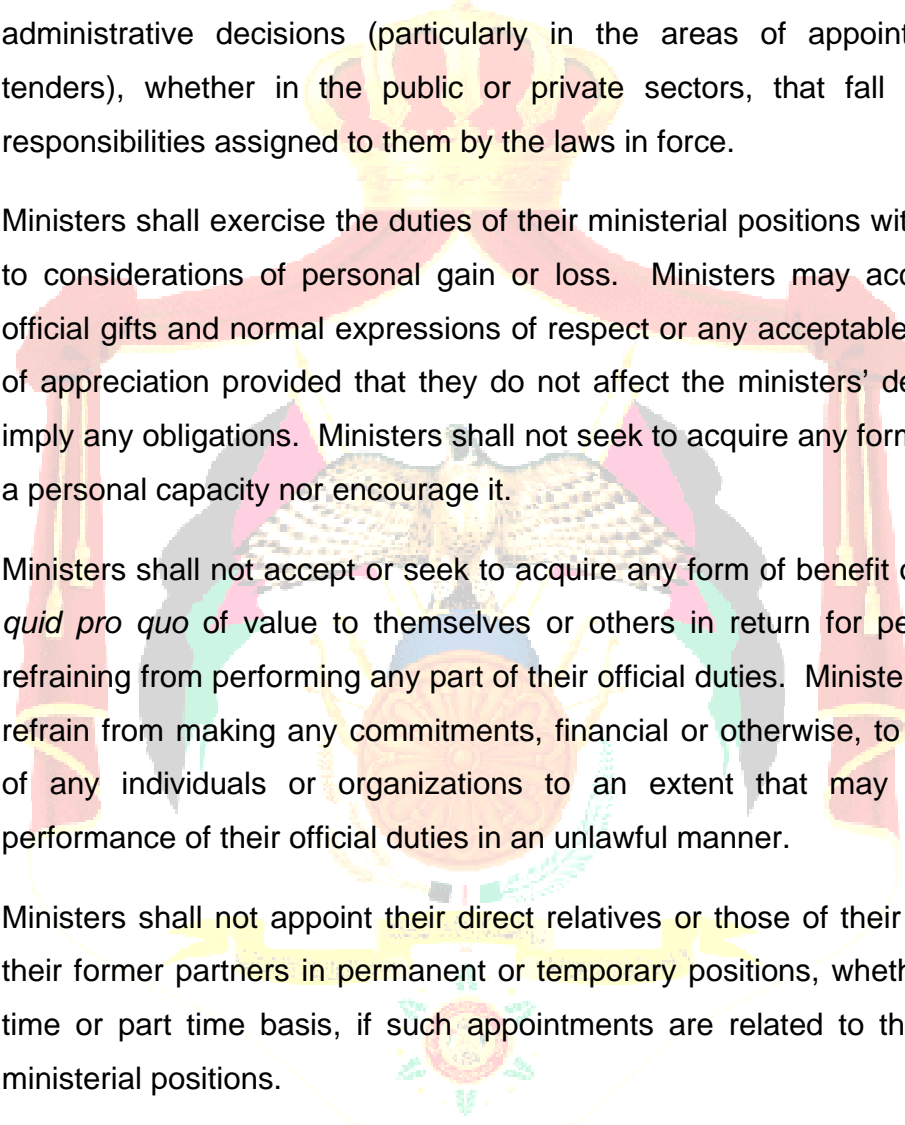
Ministers shall consider the public good to be the first and fundamental objective in making decisions related to their official duties, and they shall exercise their best efforts to achieve this good.

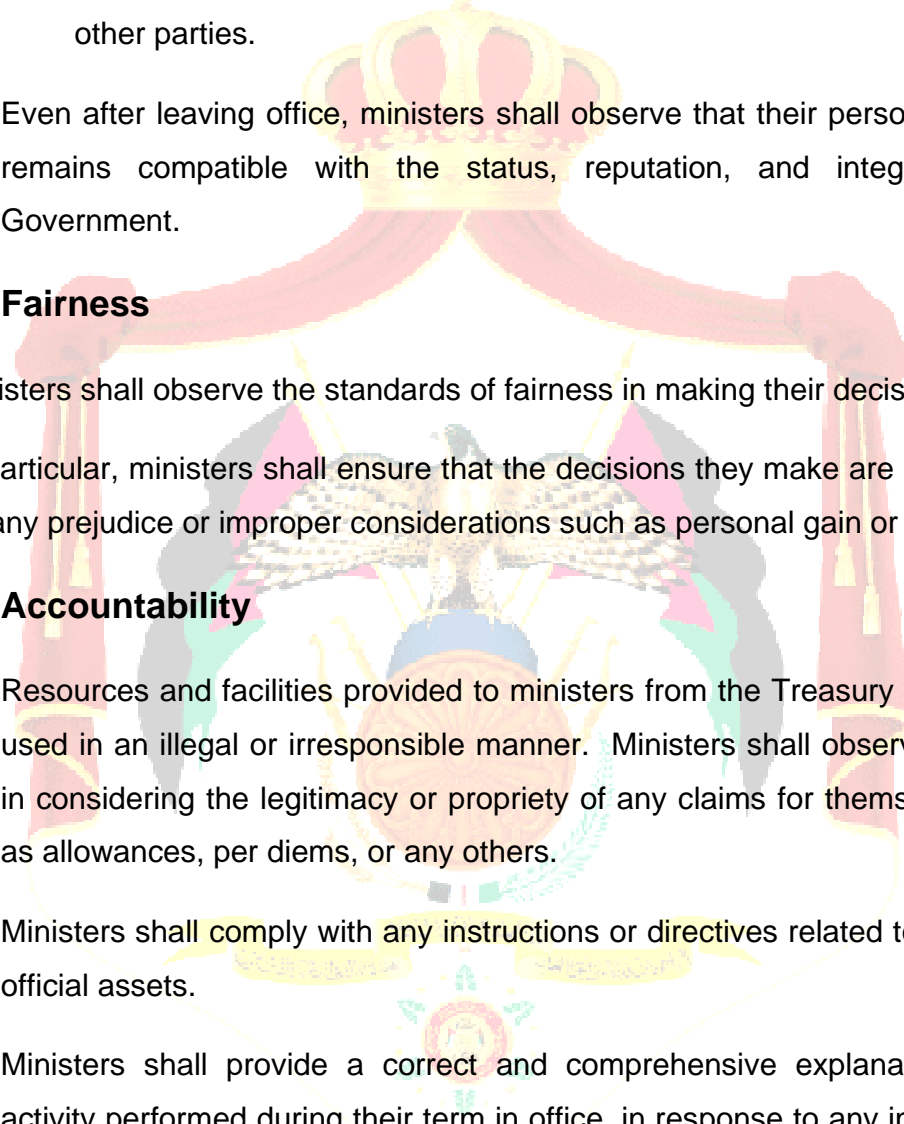
In performing their duties, ministers shall disregard personal interests and observe the principles of integrity, objectivity, accountability, transparency, uprightness, credibility, caution and neutrality. In particular, they shall:

1. Work with integrity by exercising the powers vested in them by the laws in force and other powers vested in their offices in a legal and correct manner, and through the optimal use of resources available to them in order to achieve the public good.
2. Observe the principles of justice and fairness in making official decisions, by acting with integrity and in consultation, as far as possible, with parties concerned with the issue in question.
3. Observe the principle of accountability in accordance with the provisions of the Constitution and operative laws, in exercising their powers and performing their duties.
4. Comply with the law in performing any activities in a personal capacity, and show high standards of personal integrity, credibility, and uprightness.
5. Encourage the observance of these rules by virtue of the Ministers' positions of leadership and by setting a good example of work in official and public institutions related to them.

## **Second. Integrity**

1. Ministers shall not use public office to make private gains. This includes refraining from the use of any information that they gain in the course of exercising their official duties to make personal gains or to serve the interests of any other parties.
2. Ministers shall make a financial disclosure in accordance with the provisions of the Financial Disclosure Law in force.
3. Pursuant to the provisions of Article 44 of the Constitution and the provisions of the Ministers Trial Law 1952, ministers shall not serve as members of the board of directors of any enterprise, nor shall they take part in any commercial or financial activity, nor shall they receive a salary from any outside enterprise or party or act as agents of any party whatsoever for the duration of their term in office.
4. Ministers shall not use any official or commercial information of a secret nature, nor any information to which they gain access by virtue of their official positions, before said information is made public, to make any financial gains for themselves or their families. This includes trading in any funds or rights.
5. Ministers shall not trade for their interest or for the interest of their spouse or children in the shares of any companies that fall within their area of responsibility for the duration of their term in office.
6. Ministers shall devote themselves on a full time basis to their official responsibilities. They shall withdraw from exercising any profession or administering any business, and they shall refrain from receiving any income from work in any form, except as stipulated in this code. This does not prevent ministers from receiving income or annuities related to activities that they undertook before assuming their ministerial positions, on condition of disclosing them as required by the law.

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7. Ministers shall not act as advisors or consultants for any enterprise or project or any other interest, whether paid or unpaid, and they shall not offer any assistance to any such interests except when acting in their official capacities.
  8. Ministers shall refrain from interfering or mediating in or influencing any administrative decisions (particularly in the areas of appointments and tenders), whether in the public or private sectors, that fall outside the responsibilities assigned to them by the laws in force.
  9. Ministers shall exercise the duties of their ministerial positions without regard to considerations of personal gain or loss. Ministers may accept normal official gifts and normal expressions of respect or any acceptable expression of appreciation provided that they do not affect the ministers' decisions nor imply any obligations. Ministers shall not seek to acquire any forms of gifts in a personal capacity nor encourage it.
  10. Ministers shall not accept or seek to acquire any form of benefit or any other *quid pro quo* of value to themselves or others in return for performing or refraining from performing any part of their official duties. Ministers shall also refrain from making any commitments, financial or otherwise, to the interest of any individuals or organizations to an extent that may affect their performance of their official duties in an unlawful manner.
  11. Ministers shall not appoint their direct relatives or those of their spouses or their former partners in permanent or temporary positions, whether on a full time or part time basis, if such appointments are related to the ministers' ministerial positions.
  12. Ministers undertake not to make any personal gains after leaving office from information gained during their term in office that was not made available to the public.
  13. Ministers shall refrain for one year after leaving office from:

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- A. Providing advice or consultation to any internal or external party that works in the outgoing ministers' area of responsibility, nor shall ministers work in this area.
  - B. Performing any work at or with their former ministries or any of the departments or organizations related to them in any area that concerns other parties.
14. Even after leaving office, ministers shall observe that their personal conduct remains compatible with the status, reputation, and integrity of the Government.

### **Third. Fairness**

- 1. Ministers shall observe the standards of fairness in making their decisions.
- 2. In particular, ministers shall ensure that the decisions they make are not affected by any prejudice or improper considerations such as personal gain or loss.

### **Fourth. Accountability**

- 1. Resources and facilities provided to ministers from the Treasury shall not be used in an illegal or irresponsible manner. Ministers shall observe accuracy in considering the legitimacy or propriety of any claims for themselves, such as allowances, per diems, or any others.
- 2. Ministers shall comply with any instructions or directives related to the use of official assets.
- 3. Ministers shall provide a correct and comprehensive explanation of any activity performed during their term in office, in response to any inquiry made in a legitimate legal framework, except in the cases forbidden by the law.

## **Fifth. Responsibility**

1. Ministers shall take all the measures necessary to ensure that others are not misled and they shall provide the necessary information in compliance with the laws in force. Every minister shall be personally responsible to ensure that any error or misunderstanding regarding a certain issue is corrected or clarified as soon as possible, in accordance with the issues and interests concerned.
2. Ministers shall seek, in their decisions, directives, and conduct, to encourage citizens to comply fully with the provisions of the law, the code of professional conduct, and the ethics of public office that apply to the ministers by virtue of their office.

## **Sixth. Implementation**

Any questions related to the interpretation of this code or any questions that arise regarding its implementation shall be considered by a committee called the “Committee on Rules of Conduct” headed by the Chairman of the Legislative and Opinion Bureau and comprising the President of the Financial Disclosure Department and the Chairman of the Ombudsman Bureau.